

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

WANTED:

A New Beginning



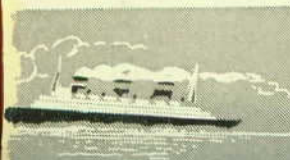
VOL. XLV

WASHINGTON, D. C.

DECEMBER, 1946

NO. 12

RECORDING • THE • ELECTRICAL • ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

Welcome to our "laugh page" Brother Hunden and thank you for your clever little poem. I know it expresses the way a lot of our boys feel.

THE WIND AND THE RAIN—GET IN MY HAIR

In a straightforward way, the poets all say,
Such wonderful things 'bout the rain;
They write, between sighs, how it sings lullabys,
As it dances on some window pane.

They love to remember, the times in September,
The wind and the rain in their hair;
They walked in the lane, singing songs to the rain,
As it pattered on trees everywhere.

On cold winter nights, they turn off the lights,
And listen to rain on the roof;
They're crazy, says I, and I'll tell you why,
From those guys I am so aloof.

While the rain fell in sheets, then ran down the streets,
Were they ever asleep in their bed;
Have the telephone ring, hear the line foreman sing,
"Get down there, the high line is dead"?

Though you'd much rather stay, you get on your way,
And catch the line truck on the fly;
While the wind and the rain, make a bog of the lane,
Still it keeps pouring out of the sky.

And were they ever stuck, with a big line truck,
On a country road soaked by the rain?
You cuss till you're white, but it sinks out of sight,
As your drivers are spinning in vain.

Then you wade through the mud, in the wake of a flood,
As you make for the break in a rush;
You are blue to your lips, you are wet to your hips,
As you stumble around in the brush.

Though you're wet to the skin, it's time to begin,
And the line may be hot along there;
In your mouth is your heart, up the pole you start,
With the wind and the rain in your hair.

Your hands are so cold, you hardly can hold
To the wire you now have to splice;
The wind nearly blows you off on your nose,
And the rain down your neck makes it nice.

You're home about dawn, you shiver and yawn,
And think of your nice cozy bed;
But you eat on the fly, kiss the missus goodbye,
And go out on "service" instead.

I guess, all in all, the rain had to fall,
And maybe the wind has to blow;
But if they had to stay, out in it all day,
I don't think they'd lie 'bout it so.

W. T. HUNDEN,
L. U. No. 77.

WE'RE COMPATIBLE

I like the movies,
On bended knee I plead.
He prefers soft music
And a book to read.
(I like to read a good book, too.)

I love to go dancing,
But the arguments roll,
His best is cramped legs
Next day on a pole.
(We dance one night out of 92.)

I love to chatter
He yells "Quiet silly crone!"
Unless of course you understand
He's brought a lineman home.
(Then we talk all night.)

But we do get along,
Our joy is complete,
For I do like to cook,
And he does like to eat.
(Lady Lineman, am I right?)

LAURIE RITTENHOUSE,
Wife of L. L. Rittenhouse,
L. U. No. 491.

"Hendrick, the Roamer" turns up again. This time in Riverside, California.

OUR JOURNAL

The convention JOURNAL is a dandy issue,
Our JOURNAL gets better every issue.

I always read this JOURNAL
Wherever I may roam;
In the far-away Pacific
It brought the news from home!

I have read it since 1911,
And I always look to see,
What goes on in Number 7,
Dear Brother E. Mullarkey.

WALTER HENDRICK, I. O.



The Make-Up Artists
TED MUNSON,
L. U. No. 77

JUST PLAYING SAFE, LADY!

A Brother tells us he was out driving with his girl friend the other afternoon and they saw two telephone linemen climbing a pole. His girl said, "What's the matter with those silly men? Don't they know I've driven a car before!"

* * *

MORE LAUGHS OF YESTERYEAR

Fifteen years ago we were in the throes of a great depression and a great many of us were out of work but we still managed to find a laugh or two for the "On Every Job" page.

Here are some of them:

He Should Have Known Better

A messenger boy was picked up unconscious at the corner of Wall and Broad Streets, New York City. Questioned at the hospital, he said:

"The last thing I remember, I was walkin' along Wall Street, whistlin'—"

"What were you whistling, do you recall?" asked one of the doctors.

"Yes," replied the boy, "I was whistlin' 'Happy Days Are Here Again'—'" Nuff sed!

Same Difference

Ex-capitalist—"Why a lot of us had seats on the Stock Exchange a year ago, and now look at us!"

Farmer—"Yes, and many of us had seats in our pants a year ago, and now—don't look at us."

A Necessity

"Brothers," said the budding orator, "were we to turn and look ourselves squarely in the face, what would we find we needed most?"

Interruption from the back, "A rubber neck."

* * *

And just five years ago—what amused us then? Here are some excerpts from "On Every Job" of pre-Pearl Harbor days.

Brother Chris Bjorndahl of L. U. No. 9 sent us:

Technically Speaking

Here lies little Willie,
Willie was no shirk,
But when he was a lineman
He got wrapped up in his work.

* * *

Sleepy Steve, of L. U. No. 9, sent us the following back there in 1941:

Tales of a Wayside Inn

I'm in the Bucket of Blood the other night, when who blows in but three guys all prettied up in the soup and fish and the high Henries. They line up at the bar and from their conversation I gather it's a couple of big shots showing a visiting Englishman a bit of Chicago night life—slumming, so to speak.

They're all pretty well oiled and when the Englishman invites everyone in the drum to have a drink it gives Manny the Mooch an idea. He sidles up to the Limey and whines:

"Say buddy, could ya lemme have a buck?"

"Surely, old chap," says the Britisher. "I'll let you have a buck. How much is a buck?"

"Er-er-e-r, two dollars," says the Mooch—and gets it. There is a Santa Claus!

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G. M. Bugniazet, Editor

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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

We send to all Christmas greetings, in a year when there is too little good will in the world.

We publish here also Thrasher Hall's (Local Union No. 1220) "Christmas."

CHRISTMAS

*I took the olden volume down,
Slow turned its tattered page,
And read of Bethlehem's poor town,
Of quest of three kings sage.*

*No place for her, no place for Him,
And only shone the star,
Yet through the night 'twas never
dim
They found Him from afar.*

*They laid their gifts before the Child
Though awe their speech unvoiced,
They bowed their heads then 'way
they filed;
How each good king rejoiced!*

*"All Hail! All Hail! The King, New-
born,"
The angel voices rang;
I woke and it was Christmas morn
And children carols sang.*

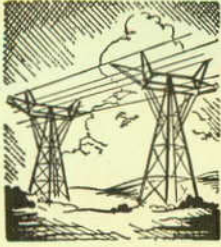


Courtesy Bureau of Biological Survey


Sonnet for the Times

By Thrasher Hall, L. U. No. 1220

When I have seen how base men rise to heights
While virtue begs upon the street; how states
Exalt vile plunderers, who make their rights
Of wrongs, yet crush the poor to squalid fates:
When I have watched how rogues grow rich and proud
On public funds, while honest men are poor
Beneath a tyranny of graft, and cowed
Into a weak submission; how endure
The sons of patriots this villainy;
How scoundrels make a sport of treason and
Pervert a noble nation's destiny,
Yet gain them houses, wealth, and land—
Ah then America, I know your need,
Great men and true. God send them strength and speed!



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NO. 12

Wanted: A New Beginning

An Editorial

The present messy state of production in these United States is not a wholesome sign. As one person put it: "You can buy every conceivable gadget in the world, but you can't buy necessities." Now, 18 months after V-J Day, goods are spotty, prices higher and higher, consumers cynical and rebellious, and darker clouds hang on the horizon. In the south, where cotton is "sick," farmers cancel orders for automobiles and tractors. In the north, local auto dealers say many old customers have dropped out altogether, because they cannot afford former low-priced cars. Business men themselves are losing face, and confidence.

The cream has been skimmed off the market. Large quick profits have been taken, but, as is always the case with speculative drives, the economy is not in a healthy condition. The few have benefited; the great majority have suffered.

About the only remedy that business men now offer is "Don't talk about it. Don't worry. Brace up, think straight." It is the old psychological remedy that comes too late.

When the National Manufacturers Association extinguished the OPA, it took occasion to publish advertisements throughout the country lauding the "law of supply and demand." But in our economy, the law of supply and demand does not work automatically. To turn supply into demand takes money in the pay envelope. When 10 per cent of the population had 60 per cent of savings (liquid assets) the 40 per cent of liquid assets left to the 90 per cent of the population could not move the goods at the high prices.

Resistance to wage increases was suicidal to prosperity. The goose that lays the golden eggs must be fed.

Now business men admit that they stand aghast at the imminent crisis. They are saying that they cannot grant new wage increases (probably 25 per cent increase), because, if they do, they will have to raise prices, and the *consumer cannot, or will not, absorb the new increase*. In short, business men have made the killing, skimmed the cream off the market, without thought of labor or the consumer, and now have no place to go.

Profits have been huge this year. They have soared far above war profits.

The formula of business appears to have been:

Higher prices = low wages = lower taxes = greater profits. This is poison to a full employment economy.

It should be:

Lower prices = higher wages = high taxes = smaller profits.

It is plain we need a new beginning. After we pay for the present blunders, by a costly adjustment—yes another depression—we shall have to try again to build a sound economy.

This must be done with the help of business men, and of every section of the population. If business men now refuse to help, they shall lay the basis for powerful, and more powerful Government controls, and no one wants these.

But the underlying population cannot go on taking it. Just to indulge the ego of unenlightened captains of industry, just to permit a few to skim the cream off of the market, at the expense of 140 million human beings, is neither justice, good sense, nor efficiency. We must regain our sanity, and now is the moment to begin again.



EWAN CLAGUE
Commissioner of Labor Statistics

MEETING in the same room of the U. S. Department of Labor where the labor-management conference was held last year, 175 technicians discussed every aspect of productivity in American industry in the last week of October. The meeting was expected to draw a panel of 80 experts, but so great an interest was manifested in the subject that the number swelled to twice that figure. Labor played a large part in the meeting. The following call was sent out for the meeting:

Importance of Subject

"The subject of productivity is generally recognized to be of unparalleled current importance. It is directly related to the employment and unemployment problem. It is at the center of any discussions relating to wages, prices, and profits. It affects the ability of the United States to maintain its position in international trade. It is the means whereby a constant improvement in the living standards of American families is achieved. Despite the importance of productivity, there is lack of agreement on the concepts and measures which are appropriate to its evaluation and on the implications of current measures.

Technical Conference

"In this situation, a technical conference is planned as a forum for the discussion of productivity concepts and measurements, in the hope that this will clarify and resolve genuine differences in viewpoint which now exist in the field. The conference will also provide a vehicle for discussing the current state of knowledge regarding productivity and labor cost, the adequacy of present programs, and related questions."

The general committee handled this historic meeting and was composed of the following:

Henry B. Arthur
Solomon Barkin
George Brown
Katherine P. Ellickson
Duane Evans

PRODUCTION *Takes* *Center of Stage*

U. S. Department of Labor's conference assembles 175 technicians

Solomon Fabricant
Celia S. Gody
Everett Hagen
D. H. Holmes
Thomas Mills
Margaret Scattergood
Ernst Swanson
Samuel H. Thompson
Charles E. Young

The following is the agenda for the conference:

OCTOBER 28

9:00 AM—Registration
10:00 AM—Chairman—Leon Henderson, Research Institute of America

Welcome to Conferees—Stuart Rice, assistant director, U. S. Bureau of the Budget

Scope of the Conference—Ewan Clague, commissioner, U. S. Bureau of Labor Statistics

Productivity and Its General Economic Setting—Robert Nathan, Robert Nathan Associates

Problems of Concepts and Measurement in the Field of Productivity—Hiram Davis, University of Pennsylvania

Concepts and Measures of Productivity at the Job Level—Martin Gainsbrugh, National Industrial Conference Board; Nathan Spero, United Electrical, Radio and Machine Workers, CIO

2:00 PM—Chairman—Robert Nathan, Robert Nathan Associates

Concepts and Measures of Productivity at the Plant and Company Levels—Benjamin Haskell, United Textile Workers, AFL; H. B. Maynard, Methods Engineering Council; Charles E. Young, Westinghouse Electric and Mfg. Company

Concepts and Measures of Productivity at the Industry Level—Solomon Barkin, Textile Workers Union of America, CIO; John D. Gill, Atlantic Refining Company

7:30 PM—Chairman—George W. Taylor, University of Pennsylvania

Concepts and Measures of Productivity at the National Level—M. H. Hedges, International Brotherhood of Electrical Workers; Everett Hagen, National Planning Association; Robert W. Burgess, Western Electric Company

Concepts and Measures of Productivity at the International Level—Julius Hirsch; Hans Staehle, International Monetary Fund; Charles Merwin, International Monetary Fund

OCTOBER 29

9:30 AM—Chairman—Isador Lubin, President, American Statistical Association

Scope of Existing Measures of Productivity Limitations of Existing Productivity Measures—Duane Evans, U. S. Bureau of Labor Statistics; Rosalind Schulman, International Union of Marine and Shipbuilding Workers, CIO; Katherine Ellickson, Congress of Industrial Organizations; Andrew T. Court, General Motors Corporation

2:00 PM—Chairman—Thomas Blaisdell, U. S. Department of State

Needs for Additional Productivity Measures—Lazare Teper, International Ladies Garment Workers Union, AFL

Presentation of Productivity Measurements—Solomon Fabricant, National Bureau of Economic Research

Summary of Conference—Samuel H. Thompson, U. S. Department of Commerce

The conference developed a great deal of discussion around the question of the kind of measurement that should be sought to measure productivity.

With added significance given to production as a necessary first-step in creating prosperity and the good life, a measure of productivity is being sought. This seems a simple process, but simplicity is deceptive.

The mere arithmetical trick of dividing production, in terms of dollars, by the number of man-hours worked, is equivalent to erecting Potemkin houses. Thus Ford's productivity measured, fails to take into account the sweeping changes in the product; the model A car was not, and is not, the same car, as is now produced. Some way must be found to take into consideration, in any productivity index, intangible values. Moreover, productivity cannot be measured quantitatively in some industries. These industries are those where labor value is high—like building construction. Where labor value is low—such as in the cigarette industry—a quantitative formula can perhaps be found.

Summary

To summarize:

(1) Labor can hope to profit by a more scientific operation of industry, with national goals in mind.

(2) Labor believes generally labor is not now receiving nor has never received, a just share of the fruits of production. Labor wishes to see the gap closed between growth of production, i.e. productivity and the income distributed and received.

(3) Labor does not believe productivity can be quantitatively measured. Intangibles are all-important.

(4) Labor believes that any gauge of productivity will be advantageous—even physical output per man per man-hour.

(5) But labor wants such a gauge, when promulgated, to be seen for exactly what it is, and advocates that a complete description of this norm be published with each set of periodic figures.

A paper given at the conference on productivity, U. S. Department of Labor.

THE basic concept of productivity is deceptively simple; it is a comparison of the output achieved with the input required. Under this broad definition, labor productivity, with which we are especially preoccupied today, is only one of a number of productivity concepts which are all important to manufacturers, and are all inter-related. For example, will a change to a more expensive material specifically adapted to the requirements of a product lower or increase total cost? Will the purchase of expensive machinery raise or lower cost over the useful, and possibly foreshortened, life of the equipment? Can additional expenditures for engineering and research staffs, and the additional buildings and services they require, be justified? Will the addition of an assistant manager to a manager's staff improve results enough to justify the cost? And finally, will that great intangible of business operation—customer satisfaction—be increased in proportion to the costs involved?

The Common Denominator

Two things can be noted about all these inter-related productivity questions as they are faced by management: they all boil down to a common denominator of monetary results versus monetary outlay, and they all require a judgment, either explicit or implicit, on the productivity of a particular factor of production and on the net effect of any decision on the total productivity of the operation—that is, in the common denominator of money, whether the total balance between money income and money outlay will be shifted favorably or unfavorably by the expenditure being considered.

The attempt to measure productivity in physical terms is a refinement of this business-judgment process aimed at eliminating the vagaries of money as a means of measurement, particularly over considerable periods of time in which price levels shift substantially, or in international comparisons where different monetary units are involved. It is well to remember, however, that the practical application of non-monetary measurement and reasoning in the realm of productivity requires the eventual re-interpretation of concepts and measurements into monetary terms.

The current preoccupation with labor productivity arises primarily, I think, from the practical difficulty of adjusting monetary values of products to the substantial change in the monetary cost of producing them. Labor productivity as an abstraction in physical terms would not be likely to intrigue any large section of business, government or the general public if it were not the second and lesser-known variable linking increased wage rates to the costs and prices of goods and services, and consequently affecting the pocketbooks of the nation.

Measuring and Improving

In approaching the question of productivity at the plant and company levels, I am going to touch on two topics—first some of the problems involved in *measuring* productivity and its changes, and second, some of the factors involved in *improving* productivity, aside from the difficulties, or even the possibility, of its measurement.

PRODUCTIVITY *at Plant and Company Levels*

By CHARLES E. YOUNG, Manager, Statistical Research Department,
Westinghouse Electric Corporation

Clear, frank picture of production process in great corporation's plants

The problem of measuring productivity at plant or company levels is essentially a problem of establishing satisfactory units, and particularly of combining dissimilar units into a single comprehensive measure. The simplest problem is represented by an entire plant or company producing a single product, all units of which are identical—a situation which is extremely rare in actual practice. Yet even here there is room for question. Suppose the plant has been generating its own electricity, then abandons this practice and buys its power from the local utility. The output of units of finished products remains the same, yet the man-hours of work in the plant are reduced. Has productivity increased? Either the output of electricity should have been counted as part of the plant's production in the first place, or the man-hours devoted to producing electricity should have been omitted to put the two situations on a comparable basis. It is quite possible that the local utility utilizes labor more efficiently in producing electricity than did the plant, and that a net gain in labor productivity has occurred, but the calculation of output per man-hour in the plant itself offers no basis for a con-

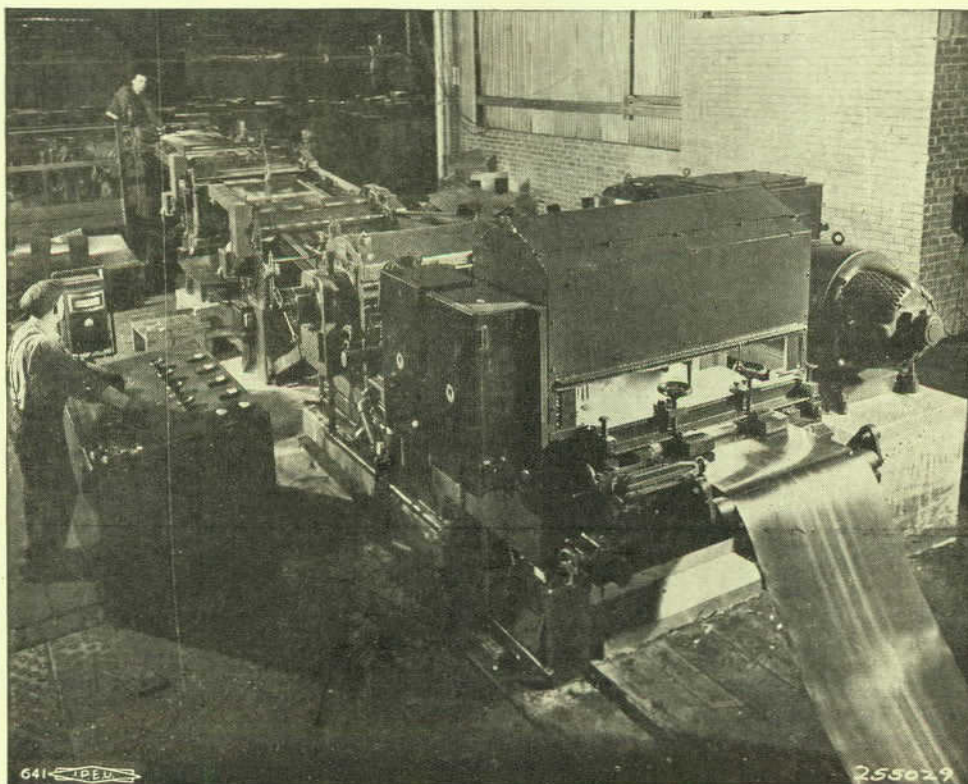
clusion. Meanwhile the productivity of the idle power facilities in the plant has been reduced to zero, or possibly even to a negative quantity. The net result can be calculated in monetary terms, but the physical calculation is both difficult and inconclusive.

The Weighting Problem

The problem of physical measurement of productivity becomes more complex when a second product is introduced—possibly, to keep the example as simple as possible, only a variation in size or quality from the first. This introduces a weighting problem.

The animals in George Orwell's book, "Animal Farm," encountered a weighting problem which they solved in the first instance by the simple stipulation that "all animals are equal." Later, however, as the pigs took control of the farm, this was changed to read, "All animals are equal, but some are more equal than others."

The statistician bent on weighting two or more products into a single measure of production is confronted with a similar problem. He can stipulate that "all products are equal," but he is likely to be confronted with the hard reality that "some products are more equal than others." In our own company, for example, we make motors to drive electric clocks and motors to drive some of the world's largest wind tunnels. Both are motors, but there is little sense to a proce-



Westinghouse Photo

Westinghouse is an example of highly complex industry demanding integration and planning

ture that adds one to the other and comes up with the answer, "two motors." A similar lack of homogeneity was made famous years ago by the World War I doughboys' "horse and rabbit stew"—one horse, one rabbit.

This lack of homogeneity also applies to the denominator of the labor productivity measure—man-hours. Differences in skill and differences in effort are obviously present as between different individuals, and also for any one individual at different times, and in different occupations. Yet the use of a man-hours total involves the arbitrary assumption that all hours of a given individual's efforts are equivalent units, and that one hour's work by any one person is comparable to one hour's work by any other person. Some idea of the assumption involved can be gained from supposing that in a given plant all the production workers are transferred to the engineering department, all the engineers are transferred to the accounting department, and all the accountants become production workers. The resulting chaos would show up, of course, in the productivity data, but my real point is that the same total of man-hours for the same group of people in this scrambled setup would have much less significance than with each group doing the work it was trained to do.

Wage Differentials

These differences between man-hours are reflected in monetary terms by wage differentials between different lines of work and between individuals having different degrees of skill and experience within a given line. The direct calculation of unit labor cost by dividing the measure of production by payroll has the inherent virtue of weighting each hour of work by the price it has come to command, relative to other hours, in a relatively free market.

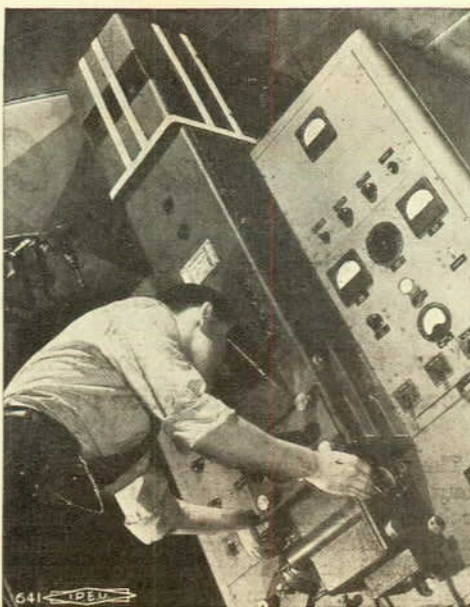
Another problem of measurement involving the man-hours used in calculating productivity concerns what part of the total hours worked in a plant or company shall be used. If only the hours of direct productive workers are divided into total output, one answer results; if production clerks, stock-room attendants, inspectors and other factory workers are included, a different result will be obtained, and if all man-hours for the plant or company are used, regardless of their direct relation to production volume, still another result will ensue.

Comparisons of productivity measurements between plants or companies thus require the closest scrutiny to insure that the same measuring-stick (i.e., the type of hours against which production is compared) has been used in all cases. The same precaution is necessary, of course, in comparisons within a plant or company over a period of time; it is a rare company in which accounting procedures and classifications remain constant over a sufficiently long period to support detailed trend analyses of production per man-hour.

Summary

Let me sum up what I have tried to say up to this point:

- (1) Labor productivity, or output per man-hour of factory labor, is only one of several inter-related productivity concepts that are important in managing a manufacturing enterprise.
- (2) For purposes of reaching valid business judgments, comparisons of re-



Westinghouse Photo

Skill is demanded in the Westinghouse organization

sults with costs must ultimately be expressed in monetary terms; unit labor cost in dollars and cents, rather than abstractions of physical output per man-hour, is the necessary basis of business decisions.

- (3) Analysis of physical output per man-hour is primarily useful as a refinement of technique aimed at eliminating the vagaries of money as a means of measurement.
- (4) Physical measurement of productivity at plant and company levels is necessarily inexact, and comparisons purporting to show differences in productivity, either over time or between plants or companies, must be subjected to the most careful scrutiny before acceptance.
- (5) The place of physical measurement of productivity at the plant or company level is properly to delineate broad trends rather than to support specific detailed conclusions as to management action or wage policy.

Regardless of whether accurate and incontrovertible measurement of productivity is possible, there is no question that some ratio between output and input must obtain in every plant and company; let us now consider some of the factors that affect this ratio in the actual operation of a plant or company.

Some of these forces operate only on individual portions of the total activity of a plant; their effect on the over-all results is akin to that of one boy in a group of 10 who suddenly grows 30 inches taller, thereby raising the average height of the group by three inches. It would obviously be erroneous in this example to re-clothe all the boys in the group with suits to accommodate an additional three inches of height, and I believe it is equally erroneous to interpret efficiency changes in individual activities within a plant as if they reflected an evenly spread improvement throughout the plant.

Effect of Improvements

For example, our electric appliance plant at Mansfield, Ohio, makes a wide range of home appliances. Suppose that by changes

in design and production methods we doubled the output per man-hour in the production of automatic washing machines. How much of this improvement should be credited to the workers producing refrigerators? Even on the plant level, the answer is obviously "none." And on the company level, how much of the gain should be credited to the workers producing turbines in Philadelphia or lamps in New Jersey? Even more obviously, none. Yet a great many of the improvements in manufacturing efficiency come about product by product, or even part by part. The result of a long succession of such improvements may be a significant change in average production per man-hour, but there is no reason to suppose that because of this change each and every operation included in the average has become more efficient to the same degree.

An example of productivity change operating virtually on a plant-wide level can be drawn from the recent re-design of our electric motor line, as reported in *Business Week* for October 5. As a direct result of this program the man-hours required to produce a given motor were reduced approximately 30 per cent. Here were the steps in the program:

First, engineering teams were sent out to interview 28 big users of motors to learn what characteristics customers especially wanted in their motors. The answers included freedom from vibration, simplicity of design, ruggedness, improved bearings and windings (the causes of most motor failures), smaller size, lighter weight and improved appearance.

Next, a special development section of a dozen men was set up in the engineering department to do nothing but work out the new designs.

Next, shop production men were called in to study the designs and suggest changes which would simplify manufacturing techniques and cut costs.

Then factory-layout men were called in to design a manufacturing plant around the still-unbuilt motor. Production line techniques were developed and flow charts set up.

Concurrently, working models of the motor were built. Twelve were made and discarded, and it was the 22nd version of the 13th model that was finally accepted.

Results of Program

Next the results of the program were shown to company executives, together with specifications and cost estimates for new tools, dies, jigs and fixtures, and the layout of an entirely new plant, designed and tooled specifically for the new motor line. The decision was made to proceed with an investment of over twenty million dollars to bring the new line of motors into production. After five months of surveying surplus war plants, a former airframe plant at Buffalo, New York, was selected, and the move of key personnel and equipment from East Pittsburgh got under way. Full production of alternating current motors is scheduled for January, 1947, almost three years and over 20 million dollars from the start of the program.

There are 28,800 possible types of integral horsepower electric motors with various combinations of frequency, phase, voltage, mountings, and so forth. The number

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NEW ZEALAND is a modern democratic country where the standard of living is above that of its sister republics. It is an isolated land, 1,000 miles from Australia, its nearest neighbor, and consequently many thousands of miles from other main lands. For all its remoteness and its comparative smallness in size and population, it is an important corner of the world which would interest anyone who took the time to read about it, or better still, could see this "long white cloud" as the natives called it, in all its insular grandeur.

The two main islands lie in a north-easterly, south-westerly direction. They are divided along this axis by rugged, snow-capped mountains which rise from a narrow coastal plain in the west and a wider one in the east. On North Island, where the mountain range is not so continuous and self-imposing, Mount Egmont, an extinct volcano, wears its characteristic snow-capped cone. Other volcanoes and volcanic phenomena contribute to New Zealand's scenic allure. Veering sharply off to the west, a sandy peninsula of North Island is a subtropical area where citrus fruits may grow.

North Island has more lowlands than South Island and almost twice as many people live there. Most of the native Maoris are in this region and the two largest cities, Auckland and Wellington, are located on the northern and southern portions of North Island.

Power in New Zealand

One of the best methods to estimate the degree of modernization in a country is to examine its power production, transmission and consumption. One writer states, "Probably nowhere else in the world is purely rural reticulation more fully developed or better organized than in New Zealand."

Capital investments in the railroads of the country are the only ones that exceed those of the power system. The importance of electricity to the main industries can be realized when one considers that the production of cheese and butter is dependent in large part upon electrically operated equipment. There are over 31,000 milking plants capable of milking 107,096 cows simultaneously. There are thousands of cream separators, shearing machines and freezing plants which operate with economy because they are electrified. New Zealand's prosperity, due first to her ability to grow grass, may surely be said secondly to be dependent upon electricity. It is widely used for cooking and water heating in homes. The traditional English open coal fires are supplemented with electric heaters, for the climate is often cool and damp.

Heavy Rainfall

Rainfall is heavy and the streams running off the mountain sides make possible supplies which aggregate for the whole country about 4,800,000 h.p. Naturally this is not all utilized. New Zealand is not a country of heavy industry and most of the power is distributed to factories processing the primary agricultural products—frozen meats, cheese and butter, etc.—smaller factories making consumer goods of all types, and domestic consumers.

The right to develop hydropower is vested in the state, with the authority given to the minister of works to license local authorities, persons and companies for generating activities. The license requires a rental

New Zealand Is an ELECTRIFIED Nation

Hydro-electric power operates basic industries. Small country has high living standards

charge of a fixed amount per unit produced, and the state thus derives revenue from the local and private utilities. In 1943-44, units generated for resale from hydropower stations totaled 2,051,000,000 kws.

The first large installation was at Lake Coleridge, some sixty miles from Christchurch on the eastern side of the Southern Alps of South Island. Its capacity is 34,500 kws. This station, which began generating in 1915, was built to supply the Canterbury district and Christchurch, the largest settlement on South Island.

Power Installations

The next installations were built in North Island along the Waikato River. The latter is fed from Lake Taupo in the central part of the country, and runs north toward Auckland City, turning westward to the sea some 30 miles above it. The total generating capacity derived from eight stations is 252,600 kws. Another station at Kaitawa is in the process of construction and plans for further development on north island are extensive. When completed they will more than double the present capacity for the whole country.

On South Island, Waitaki River, flowing eastward between Dunedin and Christchurch, has an installed capacity of 60,000 kws. Other South Island stations total 80,760 kws.

"The policy of the Government generally is to supply power in bulk, leaving the reticulation and retail supply in the hands of the local authorities." The local authorities are power-boards and altogether they

include in their 44 jurisdictions practically the whole population. Half of these boards buy their power in bulk from the state for distribution. A few operate their own generating plants and depend mainly on purchases from the Government. Others operate their own stations with only slight supplementation from government installations. Rates are low and demand is constantly increasing.

Important Products

When one inquires into factory production statistics for New Zealand, the industrial categories which lead in importance are: butter and cheese, meat freezing and preserving, electric supply, sawmilling and sash-door making, coachbuilding and motorcycle engineering, textile and fur clothing, printing, publishing and book binding, general engineering, iron and brass founding, grain milling, furniture and house furnishings, biscuits and confectionery, chemical fertilizers, brewing and malting, and tobacco and cigarettes. This is a long list but analyzing the component parts of it will reveal fairly accurately the economic profile of the nation.

Abundant rainfall, bright sunshine, plains and rolling lowlands, together with a temperate climate in which livestock may live unsheltered the year round, are complements to the grass which grows in New Zealand better than anywhere else in the world. When refrigerator ships were put to sea at the beginning of the century, the possibilities of the country as a supplier in the world market of butter, cheese and frozen meats, began to be realized. Production figures rose steadily. It is true that fluctuations have been brought about by crisis in the

(Continued on page 475)



Courtesy New Zealand Department of Internal Affairs

Sheep raising is an important part of New Zealand production

Madison Square Garden

Scene of LABOR MEET

By FREDERICK EICH, Press Secretary, Local Union No. 3

More than 15,000 New Yorkers and their neighbors gathered in Madison Square Garden to see Local Union No. 3, IBEW, honor veteran members. Two hundred and seventy local union members received honor scrolls.

TUESDAY, October 29, 1946, has taken a place in the history of Local Union No. 3, IBEW, as the date of a great event. In the evening of that day, at 8:00 p.m., a meeting to honor 270 members of the local, who had reached the age of 60 and had been members for at least 20 years, was opened in Madison Square Garden with Brother Jere. P. Sullivan, President of L. U. No. 3, presiding.

A Memorable Event

Many distinguished guests, including state and city officials, IBEW International officers and representatives from all parts

More than 15,000 see L. U. No. 3 honor veteran members. Notables speak

of the Nation, state and city officials of various labor groups and representatives of our electrical contractors joined with the members of L. U. No. 3, their relatives and friends to the number of 15,000 in making this meeting a memorable event.

The ceremony of posting the colors was performed by officers and members of the Electrical Construction Post of the American Legion, in full uniform, in a very dignified and patriotic manner. A soloist then sang our National Anthem.

The invocation by The Right Reverend Monsignor John P. Boland, who is a member of the New York State Mediation Board,

was most impressive and gave the keynote of the evening, "Honor to the Elders."

The presentation of the honor scrolls was to have been made by the Honorable William O'Dwyer, mayor of New York City, but due to a very recent bereavement he could not be present. He sent a telegram regretting his inability to attend and offered his felicitations to the honor members in particular and to all those present.

The presentation of the honor scrolls was then made by the Honorable Vincent Impelletteri, president of the New York City Council and acting mayor.

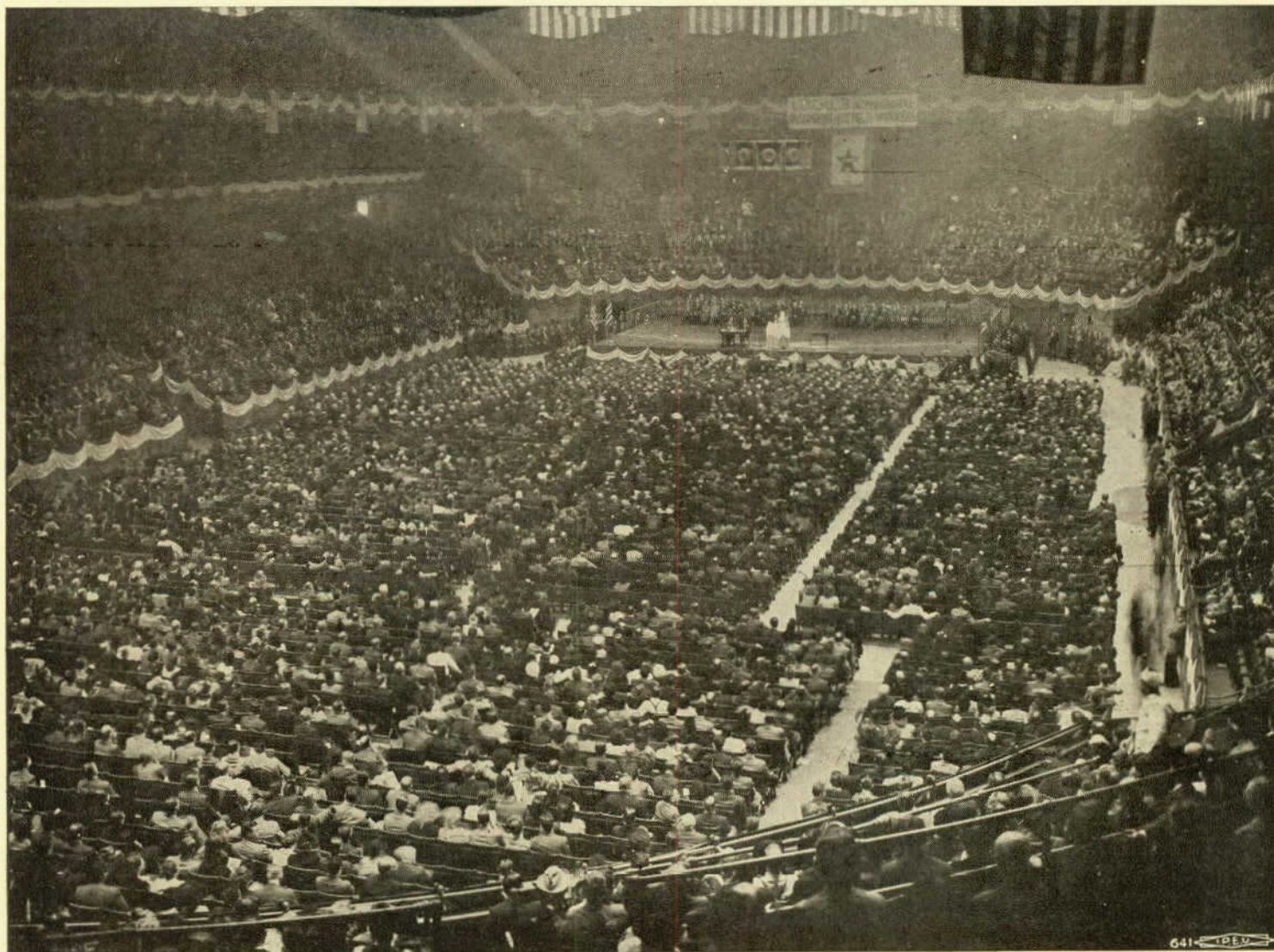
The presentation of the bronze honor medals was made by Mrs. Betty Hawley Donnelly, vice president of the New York State Federation of Labor.

Presentation of nine posthumous awards was made by Jere. P. Sullivan, president of L. U. No. 3. The "Our Father" was then sung by a soloist as a prayer for these and our other deceased members.

Prominent Speakers

The assembly was addressed by the following speakers: Honorable James M. Mead, U. S. Senator from New York; Honorable Joe R. Hanley, lieutenant governor of New York State; Honorable Edward Corsi, industrial commissioner of New York State; Honorable Vincent Impelletteri, president of the New York City Council and acting

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641-1010

Alexander Archer Photo

VAST CROWD OF ELECTRICAL WORKERS AND FRIENDS IN MADISON SQUARE GARDEN

Unions APPROVE of New TVA Chairman

WHO is Gordon R. Clapp? Is he okay?" These questions were frequently asked early in November, when the news flashed across the country that the President of the United States had appointed Gordon R. Clapp chairman of the TVA Board of Directors to succeed David Lilienthal. Unionists replied:

"Clapp is 100 per cent satisfactory to the unions identified with the TVA. He has always fought and defended union cooperative management."

Clapp has been identified with the TVA since its very beginning. He was assistant director of personnel the first two years of the TVA's life, and then became personnel director. He had much to do with the careful selection of men, both for staff and construction jobs. TVA personnel has made a laudible record during the development of a great power project, and during the war period. It has been frequently pointed out that TVA was able to expand its working force from 10,000 to 42,000 workers during the war period simply because journeymen, trained in the TVA apprentice program, were fit at once for supervisory positions.

Why TVA Runs Smoothly

Clapp is young, virile, and self-effacing. In a meeting at the TVA, after Clapp became general manager of the project, a unionist arose to introduce the general manager to the audience. The unionist said:

"You know things run smoothly at the TVA, but don't think they run automatically. There is a thinking brain behind it all."

Clapp arose and disclaimed that he had anything to do with it. He said in effect that all he had to do was to sit in his office and watch project managers and assistants smoothly guide their sections, in the great development, to success. But unionists were not fooled by this modesty.

When the TVA was being investigated several years ago, the only charge brought by hostile investigators was that Clapp was too young for the position he held. He becomes chairman of the board at 42. He is democratic by instinct, knows how to get along well with all sorts of men, loves a good joke, and knows how to translate abstractions into concrete reality. Unionists are quick to recognize a phony, and Clapp is no phony. He came to the TVA out of academic work. He was assistant dean of Lawrence College in Wisconsin. He has held every top position now in the TVA. In addition he has extended the TVA cooperative labor principles to other fields. As editor in chief of the *Public Administration Review*, he was in demand as a speaker, and lustily defended the TVA labor plan.

Clapp as Editor

Clapp edited the volume entitled "Employee Relations in the Public Service" for the Civil Service Assembly. In this volume Clapp wrote:

"Morale is compounded of a vast variety of conditions, only part of which are within

Gordon R. Clapp helped to shape labor policy in formation period, as personnel director. Has brilliant record

the influence, or even knowledge, of management. Clarity of official purpose, evident urgency or importance of the service, definiteness of individual responsibilities, integrity of supervisors and their loyalty to the statutory purpose of the enterprise, 'fair' compensation, and good working conditions are some of the factors within the sphere of administration which powerfully affect the zeal of the staff. This report does not seek to minimize the importance of these influences by directing attention elsewhere. The attention of personnel agencies which are consciously seeking to improve employee morale is increasingly directed, however, toward developing and implementing policies of constructive dealing with organized employees.

"In a small and isolated public service agency collective relationships may be superfluous. Good administration, 'family style,' and close man-to-man contacts with the staff may suffice. In the current of the trends which we have reviewed, however,

policies of collective dealing with employees seem to represent an indispensable approach to the task of conserving morale and generating creative conditions in typical public enterprises. To put it in general terms, the executive (public or private) is unaware of the needs and the potential enthusiasms of his staff unless he can hear them speak with candor and independence. Difficulties inherent in the hierarchical relationship overwhelm him if he seems to sound them out individually. In many specific situations, moreover, it is the organization of employees which first challenges the administration to take account of its employee relations. Sometimes associations of employees have been among the pressure groups which have obtained the merit system; in many cases the personnel agency finds the organizations already 'on the ground floor' when policies are being defined. In no case can the administrator be sure that his staff will remain isolated from the growing movement to associate and merge personal dissatisfactions into an organized program. Hence, if the personnel officer accepts the problem of morale as falling within the sphere of influence of personnel administration, he must sooner or later determine his own attitude toward the role of employee organizations. If he recognizes their place, he will ask himself: 'How can relations with organized employees be made most fruitful?' It is to these questions that this report has been addressed."

It is noteworthy that in the present era of labor-management dislocation, a great section of the public outside of the TVA is swinging toward the TVA labor plan as the only sound way of handling employee relations.



GORDON R. CLAPP
Chairman, Board of Directors,
Tennessee Valley Authority

Bonneville LABOR PLAN

Noticed Nationally

Otto S. Beyer, Jr., consulting engineer, writes about union management cooperation on great Northwest grid system. Lauds plan.

MOST of the craftsmen employed by Bonneville are recruited from the Washington and Oregon labor markets, which center chiefly in Seattle and Portland. For many years the skilled trades workers of these markets have relied upon collective bargaining with their employers to fix rates of pay, hours, and working conditions. As a result craftsmen drawn into the service of Bonneville were pretty thoroughly imbued with the traditions of labor unionism, especially the right to organize and to negotiate labor agreements. They had had little if any acquaintance with the intricate procedures of the Federal Government and its agencies in selecting and hiring employees, setting wage rates, especially by wage boards, or making working rules.

Friction at Bonneville

As time went on these skilled craftsmen began to ask why they could not confer with management at Bonneville through union representatives just as they were accustomed to do with the managements of the privately owned and operated power systems of the Northwest. It did not make sense to them that the Federal Government, which encouraged other employers to bargain collectively with their employees, should not be willing to use this same method, especially in public enterprises which were in active competition with private undertakings. This critical attitude was aggravated by other factors in the situation.

Because of the complicated wage and personnel procedures of the Government, both labor and administration spokesmen gradually grew confused and apprehensive about handling current problems, with the result that important rules and wage adjustments which should have been made promptly suffered longer and longer delays. When it becomes difficult to decide upon a line of action, the administrative tendency is to play safe and wait, or do nothing at all. This does not make for good labor relations.

Further, Bonneville's competitors, the private power companies and the transmission line contractors, were quick to remind the unions and their leaders that government practice on projects such as Bonneville, stripped wage earners of the benefits of collective bargaining. If permitted to grow, "bureaucracy" would make union membership unnecessary and union leaders superfluous.

Bonneville employees, they further pointed out, were denied the benefits of the Social Security Act, and in general were reduced to the status of wards of the government. By the very nature of their employment, these interests argued, public employees were barred from using private industry's recognized procedures and tactics when they sought correction of existing wrongs or de-

"Survey Graphic" carries full description of collective bargaining arrangements involving I.B.E.W.

sired to better their conditions. The aggressive opponents of public power made much of this propaganda line to the detriment of Bonneville, its public purposes, and the health of its labor relations.

A New Approach Needed

By late 1944 it became clear, after seven years of operation, that the labor situation at Bonneville called for a new approach if serious problems were to be avoided and sound cooperation between workers and management developed. This is not to say that Bonneville was threatened with immediate strikes or other labor stoppages, but the atmosphere was thickening. The Bonneville Power Administration had two alternatives: it could let matters drift and so wait until the employees, with their unions and labor leaders, forced the issue; or it could take stock of the situation before things grew critical, formulate a policy, and invite its employees through their labor representatives to try to work out healthy relationships. Of the two approaches, Bonneville wisely chose the latter.

To go back a bit, several years earlier there had come into being a federation of local AFL power, metal, and construction trade unions, members of which were employed by Bonneville. This Columbia Power Trades Council, AFL, defined its purposes thus:

The expanding interest of the Federal Government in the business of producing and distributing electric power, and the effect of same upon the economy of the Pacific Northwest, make necessary the creation of an agency of labor, whereby fair and equitable labor relations between the Federal Government, as an employer, and those persons whom it employs may be developed.

Therefore, to coordinate and harmonize the activities of those labor organizations whose members are employed in the federally owned power industry in the Pacific Northwest, and to improve, promote, and protect the social, economic, and physical well-being of those so employed, and to advance the development of the federal power program, this nonprofit and unincorporated organization is formed.

First Steps Toward Agreement

Despite its aims, the council never attempted to enter into any formal understanding with the Bonneville Power Administration, nor did Bonneville ever seek to go beyond informal conferences with the council's officers or with spokesmen for its member unions when special problems arose. It was not until the winter of 1944-45 that the council even went so far as to set up a

committee of five prepared to speak for the fifty local unions identified with it.

Upon invitation of the administrator of Bonneville, Dr. Paul Raver, this committee met in January with a committee named by him to go into the whole matter of what should be done to put labor relations on a sound basis. The aim was to reduce to a minimum the causes of conflict and frustration, and at the same time to strengthen a common desire for cooperation and good public service.

At their first meeting the two committees decided that each should prepare a written statement, setting forth its ideas on the working relationship between Bonneville and the employees. These statements, exchanged simultaneously, were expected to reveal the areas of agreement and of difference as a basis for the work of the committees.

The novelty of this method of clearing the ground appealed to both sides. The usual practice is for labor representatives to submit proposals or demands for the consideration of management representatives, who in turn cautiously put forward counter proposals. Negotiations all too often go forward in an atmosphere of mutual suspicion and distrust.

The preliminary exchange of written propositions altered the whole tenor of the procedure. It dispelled any doubt on the part of the unions as to the readiness of the Bonneville Administration to work out wholesome relationships. Discussions and conferences proceeded, not as if labor was trying to pry something out of a reluctant management, but rather as if both were faced with a common problem: how best to define, establish, and carry on their future relationship so that the interests of employees, management, and the public would be effectively served.

Conference Results

After each committee had had ample time to study the other's proposal, joint conferences were resumed. Many complexities grew out of the far-flung nature of the Bonneville undertaking; others out of the fact that Bonneville is an agency of the Federal Government, subject to its laws, regulations, and policies, and not a privately owned and operated power system.

It was not always easy for a group of labor leaders brought up in the school of collective bargaining as developed under free enterprise to distinguish between the authority and discretion vested in a public administrator, responsible to the sovereign government of his country, and a private manager answerable only to the chief executive, the board of directors, and the stockholders of a single company. These matters and many more called for considerable exploration, so that an agreement could be reached which would meet the tests of legality and of administrative standards, and also fit labor's own frame of reference.

The deliberations, carried on for four months, produced a detailed document setting an employment and labor relations pattern on the one hand for all Bonneville's hourly rated employees, that is, those not subject to the Classification Act, and on the other hand, for the trades and crafts represented by the unions operating through the Columbia Power Trades Council.

The document, labeled "Agreement Between the Administrator, Bonneville Power Administration, and Columbia Power Trades

Council," was formally executed on May 2, 1945.

The chief concern of the basic scheme is to establish conference and consultative machinery and procedures for the purpose of determining fair and reasonable rates of pay, hours, and working conditions. Further, it seeks to help employees better their working conditions especially through stabilization of employment, and to increase their efficiency and responsibility; to adjust promptly all differences between labor and management; to strengthen labor-management cooperation, and to aid in reestablishing former servicemen as Bonneville employees.

Except in a few particulars, the agreement is a statement of policy and procedure rather than a schedule of fixed labor standards. Rates of pay, working rules, and the like, where not set by law, are left for determination by methods established under the agreement.

On rates of pay, for example, the agreement provides that once each year, but not more often, the administrator or the council may notify the other in writing that a conference is desired to consider the need for reviewing any or all existing rates of pay. This notice must be acknowledged within 10 days and a date set for the preliminary meeting. If this meeting decides on formal negotiations, conferences must get under way within 30 days.

Fact-Finding Committees

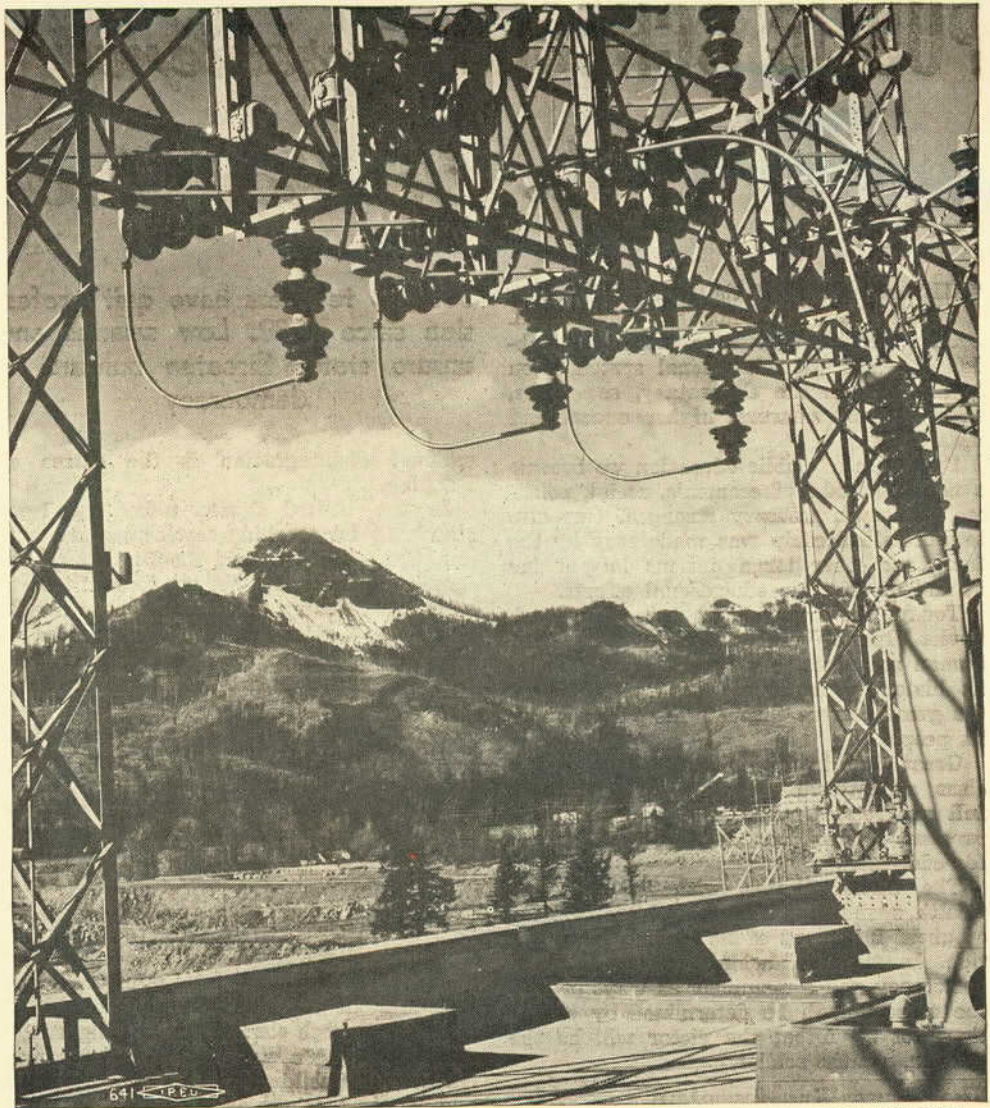
Meanwhile, joint fact-finding committees are to be set up to establish facts bearing upon the determination of wage rates. Such material would include job classifications and conditions of employment, duties and responsibilities, and pay rates established by collective bargaining for work of a similar nature performed under similar circumstances in the labor market from which Bonneville draws its workers. These facts are to be given due consideration by the negotiators.

If the conferees are unable to agree, they will call in a mediator from a standing panel of five. Should the mediator in turn be unsuccessful in bringing the parties together, then each agrees to designate an arbitrator. These two arbitrators, with a third chosen by them or appointed by the mediator, will proceed to settle the issue by arbitration. Both parties are bound to abide by the arbitration award.

Any major issue, including revisions of the basic agreement, as well as wage rates and working conditions, is subject to this process of adjustment, as are individual grievances which cannot be settled in direct conferences.

These features of the agreement have a special significance in the light of the document's opening paragraph which recognizes that the Bonneville Power Administration is an agency of the sovereign Government of the United States; that officers and employees of Bonneville must comply with all applicable federal laws, executive orders, regulations and policies. And, this being so, the parties agree that, pending the adjustment of any issues arising between them, there will be no change in the terms of any previously written understanding applicable to the issue, nor will there be any stoppage or interference with the progress of work by the employees.

Thus, so long as the agreement remains



Bonneville Photo

The Columbia River empire has produced sound labor-management relations

in effect, no situation can possibly arise warranting work stoppages or strikes by the employees or their unions. On the other hand, the Bonneville agreement provides for the prompt adjustment of any sort of difference or dispute, including issues of union jurisdiction. Short of legal prohibition, this probably is as effective a way as can be devised to prevent strikes in the public service.

The Agreement in Action

But the test of a labor agreement is not the content nor the eloquence of its text but the conduct of the parties in their day by day dealings with one another. Do they regard each other as equals willing to assume equal responsibility for settling their problems? Or do conferences and negotiations proceed as if it is one party's privilege to propose and the other party's prerogative to dispose?

It is a little more than a year now since the agreement between Bonneville and the Columbia Power Trades Council became effective. In this time a good deal has been achieved by way of improving the conditions that led to the negotiation of the agreement.

First and foremost, the employees have acquired a definite sense of participation in the processes by which their labor standards are determined. Rates of pay, hours, working rules, and the like are no longer the re-

sult of "unilateral" or "administrative" action. Rather they are the result of deliberations with management in which the employees through their self-chosen agents participate as equals. At a time when there is so much emphasis on "doing things democratically," this sense of group participation has had a very salutary effect on morale at Bonneville.

The tendency for individual Bonneville workers and for local labor leaders to find fault with Bonneville supervision and administrative decisions as to whether new construction work should be done by "force account" or by private contractors has subsided. At the same time, the attitude of the employees as a whole and of their labor spokesmen toward Bonneville as a public power undertaking, has steadily improved. This in turn has supplied the answer to the real test of a labor agreement posed above. The attitude of Bonneville labor spokesmen and supervisors towards one another has become wholesome and constructive. It is no longer critical.

But it is not only in its over-all effect on the organization that the new labor dispensation at Bonneville is to be appraised. How successful have the parties been in meeting the various acute problems that ultimately lead to the negotiation of an agreement?

Because the matter of adjusting wages

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PUBLIC SCHOOLS *Threatened* *by Teacher Lack*

THE ascendancy of the United States in world affairs has not been accidental. Ours was the first large nation to establish a democratic educational system open to all through the elementary, secondary, and, in some measure, higher educational institutions.

By virtue of public education we became a mighty citadel of economic, social, political, and even military strength. Our rise to world leadership was made easy by the fact that other large nations lagged far behind us in their educational efforts.

Today the situation is being reversed. Soviet Russia, with untold material and human resources, has for the first time in its history emerged in our day as one of the great powers through the education of its people.

Great Britain until recently permitted a class educational structure to hinder its full progress. Under her new educational program Britain has doubled expenditures for education.

The United States, with its enormous wealth, spends less than three billion dollars or about 2 percent of its income on education. In the worldwide struggle between democracy and communism as ways of life, the outcome will be determined by education, not by force; the victor will be the teacher, not the soldier.

The Compelling Symptom

To say that America is today facing a crisis is a futile understatement. The central and compelling symptom of our edu-

350,000 teachers have quit profession since 1939. Low salaries and unsure status threaten bulwark of democracy

cational disintegration is the status of teaching.

In the United States today the legal standards for teaching certificates are very low. Only 15 states and the District of Columbia require college graduation for a standard teaching certificate. The other 33 states have standards even lower, and in some areas highschool graduation is sufficient preparation to meet legal teaching requirements.

Despite low legal requirements, there are 108,000 emergency teachers who cannot meet the lowest standards in their respective states! A full school year has passed since V-J Day, and we had 29,000 more emergency teachers in 1945-46 than we had a year before.

Exodus From The Profession

Men teachers have been reduced to only about 15 percent of the total number. Therefore millions of American children go all the way through elementary and highschool without having a single class under a man teacher. Our children should have both men and women teachers at all levels.

The exodus from the teaching profession in recent years is probably the most striking vocational migration in our history. An

estimated 350,000 teachers have quit the profession entirely since 1939. Approximately 60,000 positions have not been filled or have been closed out and the work has been distributed among the remaining teachers.

The number of women in teachers' colleges dropped one-third from 1941 to 1943. Colleges and universities reported an increase of almost 20 percent in the number of women students from 1941 to 1945. But teachers' colleges reported a decline of almost 20 percent in the number of women students.

For 25 years before 1943 approximately 90,000 women were enrolled each year as full-time students in our teachers' colleges. In October of last year 179 teachers' colleges reporting to the U. S. Office of Education could count only 51,000 women in their total enrollment. Men students in the teachers' colleges in October of the first year after V-J Day were only 13,000 as compared with 39,000 in the fall of 1941.

Few Preparing For Teaching

The enrollment of our colleges and universities is now undergoing the greatest increase in history. It is estimated that college enrollment may reach 2,000,000 next year, but only a handful of the college students are preparing to teach. In 1920, 22 percent of all college students enrolled in teachers' colleges; in 1930, 16 percent; and last year, 7 percent. Of the GI's enrolled in college only a very few are in teacher education.

A survey made by the North Central Association of Colleges and Secondary Schools reveals that the number of college students in 14 states completing preparation to teach in elementary school dropped in June 1946 from 10,182 in 1941 to 3757, while the number of students completing preparation for highschool teaching dropped from 9327 in 1941 to 4954.

One major cause of our present condition is the teacher's salary. A recent article in the *Reader's Digest* was entitled "Teacher's Pay—A National Disgrace." It is that, and worse.

In 1939 the average teacher's salary in the United States including classroom teachers, principals, and supervisors, was \$1408. During the past year the average teacher's salary in the nation was about \$1950.

But, two things have happened to the teacher's salary. Whereas most teachers paid little if any income tax before the war, approximately \$250 now goes for federal taxation. The \$1700 he had remaining was worth about seventy-five cents on the dollar as compared with 1939 values.

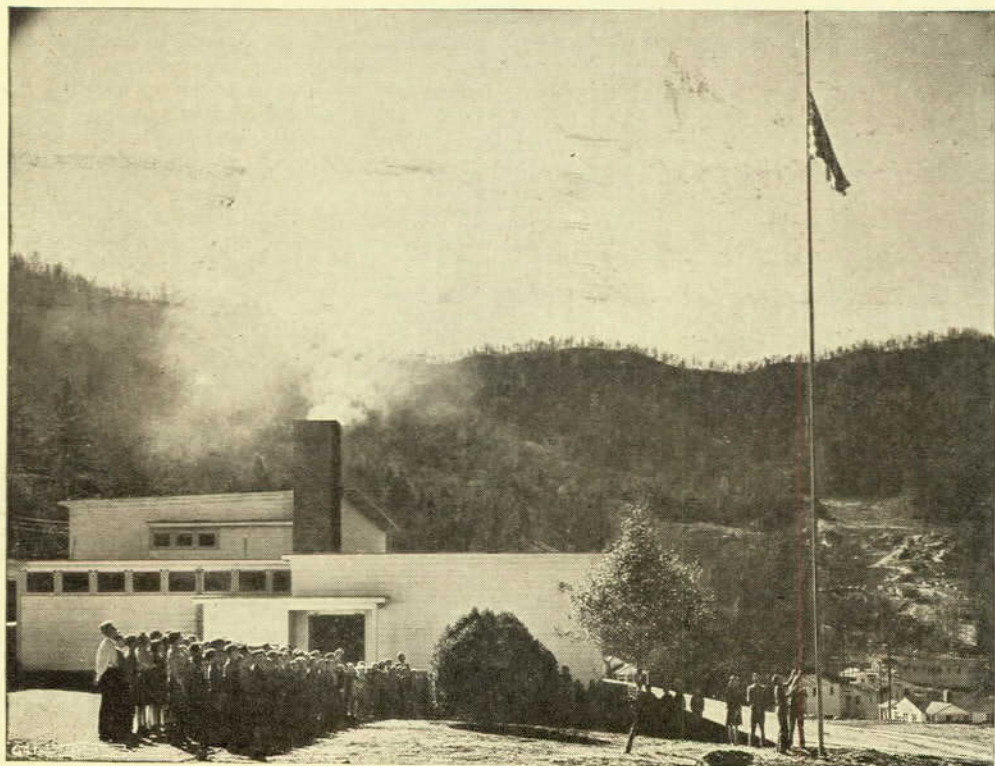
For the year 1945-46 the estimated average teacher's salary in the United States was \$1950, while the minimum for professional employees in the Federal Government was \$2640 and the average was \$4100.

Increasing Responsibilities

The teacher's responsibilities to each child have increased by an expanded school curriculum. A teacher must find more time for study to keep abreast of current national and world developments. Record and clerical work of the teacher has increased as education has become more scientific and professional. The actual mastery of teaching procedures has become more involved.

The teacher's professional job is to direct the learning of the child. There is no more complicated task. The teacher is a profes-

(Continued on page 475)



Little red school house, turned modern, is still basis of democracy

TVA Photo

"The dual problem of the writer in society today involves his keeping his individual integrity without control by vested interests, but still finding a market for his work. This similarity to all workers, who desire personal freedom but recognize the need for group cooperation in collective bargaining, is significant."

WHY should there not be a patient confidence in the ultimate justice of the people? Is there any better or equal hope in the world?"

Abraham Lincoln's faith in democracy is embodied in the prospectus of *The Antioch Review*, an important member of a varied group of publications, whose purposes and achievements deserve far more understanding and support than they have received.

They are a hopeful symbol of what can be done in a period when literary creativeness and significance are obscured by news-stands cluttered with 57 different varieties of comics, true confessions, and pulp magazines—where books and articles are condensed or hand picked by "experts" for public consumption, and where magazines on a somewhat higher level have policies so rigidly controlled by a one-sided ownership that interest in further development is negligible.

A Great Need

The need for an enlightened uncommercialized magazine literature which could emphasize progressive change rather than rigidity in policy, and would search for the new and better in creative writing, is not actually a product of the recent trend towards artistic as well as industrial mass-production. As early as 1892, when the *Sewanee Review* was founded, dissatisfied groups in colleges and other intellectual centers felt the need for media through which to express their disillusionments, hopes, and plans for a new literature. This marked the beginning of the group known as the "little magazines," pioneering in new forms of artistic expression and criticism, and providing a haven for every literary rebel, frustrated by the inflexibility of the contemporary world. They favored complete freedom for the writer, opposing current tastes and taboos, but also maintaining rigorous standards of acceptability. There has been a continual search for maturity and widened scope in the literary world, whether in purely emotional artistic expression or in interpretations of controversial issues.

We Live In A Real World

Too frequently the magazine creates an artificial world by sensationalism and forces its readers to share its escapism. If the publication is honestly for its readers, and not dominated by advertisers, it should be compelled by them to participate in the real world. Its fiction should represent the familiar or the meaningful that we recognize or want, and its discussion of the affairs of society should be intelligent and constructive.

The Antioch Review is a growth from the school of the "little magazine", stressing social and political writing, but it is an interesting example of the flexibility of the field. With experience it has moved to a more literary content, although still essentially an expression of opinion. Like many of its predecessors, *The Yale Review*, the *Virginia Quarterly*, the *Kenyon Review*, and the *Southwest Review*, the *Antioch*

Magazines Operated by Colleges and Universities

By JOAN MARTINSON, Antioch College

These publications reviewed in their meaning to labor and other groups

Review had its beginnings in a college group. In the academic atmosphere, where knowledge is being organized and diffused, sensitivity in thinking and perception are conducive to an expression of views. Antioch College in Yellow Springs, Ohio, is an ideal place for such a birth, for the atmosphere is one of intellectual searching for a philosophy and an understanding of the world, and constant examination and evaluation of assumptions, made realistic by the exchange of ideas and experiences with students who alternate study with cooperative jobs. A group of faculty members in 1941, feeling the urgency of contemporary problems, and the necessity for an organ for facts and opinions, formed the board of the *Antioch Review*, honestly admitting that they had already established convictions from which their writing and thinking would radiate.

Credo

"We believe so strongly in democracy that we think it should be enormously extended."

"We believe in the promise of American life."

"We believe in the effectiveness of knowledge and the application of scholarship to the solution of social problems."

Operating on such broad principles, the contents of the *Review* have been extremely varied, including many areas—race relations, labor governments, housing, legislation, cooperatives, social security, philosophy, economics, and social and political action. The labor movement, as an essential part of democratic society, is discussed and

analyzed frequently and the policy is consistently pro-labor.

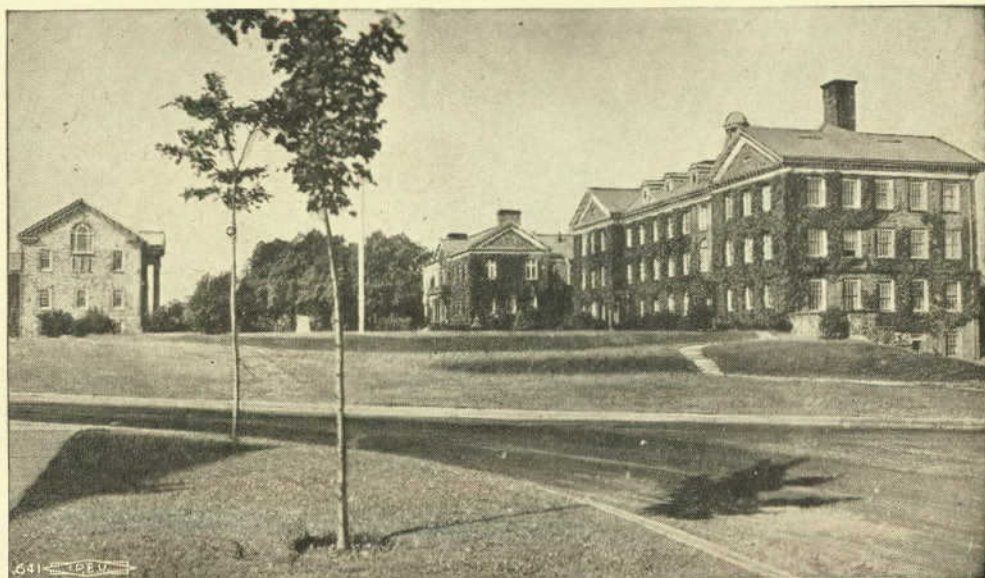
Similar American magazines, and a quarterly *Public Affairs*, edited by Dr. L. Richter at Dalhousie University in Canada, show an interest in and sympathy for labor's problems. *Public Affairs* includes articles on American and international labor organizations by writers representing all phases of the labor movement, as well as discussion of Canadian affairs.

The *Review's* statement early in its career of its belief that it is "by no means certain that the average American has enough knowledge of the workings of our economic system to put his opinions solidly to work in influencing public opinion," validates its stress on discussion and examination of fundamental concepts that underlie our economic and political institutions. The weekly current events magazines serve the purpose of keeping the public well informed on day-to-day events, but misconceptions and prejudices are too easily formed if there is no understanding of the bases of the issues. There is a need for writers who will go along with their readers in the search for reasons and explanations, rather than cursory commentators who skim the surface, presenting information on a superficial plane.

When Is a Publication Valuable?

A publication is truly valuable only when it understands the needs of its audience and operates on a common ground with it, attempting to answer questions and solve problems together with that audience. Therefore, its policy should be flexible enough, often within a definite area or in a general direction, that its readers understand and favor, to allow for changed atti-

(Continued on page 480)



DALHOUSIE UNIVERSITY, HALIFAX

Colorado Founds Great Union EDUCATION Program

NOT until the last 10 years has any real progress been made by unions in the planning of actual schools in which to educate their members towards making them conscious citizens of a democracy.

That we have waited so long to have labor education is not strange when we realize that it has only been within the last 15 years that labor unions have been allowed to organize without fear of economic or other reprisals. With that in mind surely there have been rapid strides made. At present there are many schools devoted to teaching labor economics and administration; many of these schools are connected to major universities throughout the country. Some unions conduct annual labor schools designed to accommodate members of their locals; other unions work in cooperation with local colleges and schools for classes for workers.

One of the most interesting and comprehensive plans to emerge for the education of union members is the recently announced plan of the Colorado State Federation of Labor.

A Plan Worked Out

A committee, appointed at the state convention this year, was instructed to recommend a plan by which workers could be educated to the best advantage of both themselves and the union.

"Our workers' education program should educate for citizenship and for dealing with urgent problems of labor organization and leadership."

The program is to be organized by a council consisting of 15 members; the council will include the members of the State Education Committee. The immediate funds to finance the program are to be appropriated by the State Federation of Labor; the future expenses will be paid by the members of the Colorado unions through a per capita tax levied on all the members. The staff of the education program will include the Department of Education and Research of the Federation in Colorado. This committee will act both as advisors and as a policy-making body.

We Must Have Understanding

The Colorado plan recognizes the extreme importance of labor's understanding the workings of democracy and capitalism. It has been pointed out many times that a stationary group has no place in a dynamic economy such as capitalism. Labor unions must keep pace with the economy. This can best be accomplished by the thorough understanding of the technical aspects of industrial production plus a knowledge of legislative procedure and a close attention to national and local politics.

The technical aspects of industrial production are important to laborers for many reasons, but to evaluate the importance of a close study of technological advance, we must look to history. In the past many industries have lived well and prospered and then died out. We must realize that this is

Federation offers thorough grounding in professional side of leadership

inherent in capitalism; changes in the method of production and advances in technology must be anticipated and provided for. Who is in a better position to do this than the unions?

The problem of union-management relations is another upon which this country can rise or fall. It is the duty of labor as well as management to know its duties in collective bargaining and to deal with the other on a level of common sense and fairness. The Colorado school will give thorough instruction in all phases of unionism. The men will be taught not only the procedural forms of collective bargaining but also problems involved in organizing, and the duties of various union officials in the shop.

Workers' Education Expands

Workers' education also includes several things that are generally considered to be outside the scope of union activities. The Colorado school will consider these subjects, too. Some of them are: nutrition, and the prevention of disease. Since it is important

for workers to be familiar with the problems common to all working men, the school will include studies of unemployment and sickness insurance, and the laws concerning compensation for industrial accidents, etc. The plan for the Colorado Institute further proposes close investigations by the students of problems of far-reaching importance, such as full employment, taxation and consumer problems; and many more of particular interest to the whole trade union movement, such as public relations and the means to improve them.

The Colorado State Federation of Labor, if it approves this plan at the 1947 convention, will have what is considered one of the most progressive programs ever devised for adult education. The plan goes beyond the mere fact that it is comprehensive, in that it stresses that education should not be confined to the conventional pattern of classroom lectures and discussions, but should venture into newly-developed techniques in education and utilize these to the fullest extent.

Librarians Consulted

One recommendation of the committee, which is particularly good in that it has unlimited consequences regarding effective education, asks for a committee to work with state librarians; this committee would act as advisors in the selection of materials, informative periodicals and books, that deal with labor problems. These books and pamphlets should include those articles that have been particularly prepared for labor education. The committee also asks the use of movies, radio, and transcriptions in their institute.

Colorado is the second state federation to announce a plan for education of its members in the last few months. The JOURNAL, in the September issue, reported that the Kentucky State Federation of Labor had started an institute similar to the Colorado-planned school.

The cooperation of colleges and universities, notwithstanding, the state and local level of trade unions seems to be the best place to start labor education. Doubtless, the colleges have much to teach about economics and politics; these subjects are essential to our life and are particularly related to unions, but the real training and preparation for making a living must come from the mouths of persons who have had practical experience in these fields—and many of these people are found in the labor movement.

The State Federations of Labor have a breadth of experience in unionism; their job being middle-men between the national union headquarters and the local trade union. This gives the state federation a scope unequalled in either of the other two categories and real experience in both. They are in a position to teach the workers both the administrative side of union activities, and teach them the practical aspects of working in industry. They are in a position, further, to obtain qualified instructors from schools in each state to teach the members of their union the more theoretical subjects.

The state federations of all the states might well investigate the plans of Kentucky and Colorado, with a view towards adopting them for each state. Only when labor has proved itself worthy and capable, will it be given its deserved place in the government of this country—only then will it be allowed to help make the policies under which it lives.



A landmark in Denver, symbolic of the great West

California APPRENTICE Text

Takes Hold Widely

By JAMES LANCE, Secretary, California State Association of Electrical Workers

THIS article is to inform all inside and mixed local unions of the IBEW, that the California State Association of Electrical Workers has published and copyrighted a book on apprentice training, entitled "Curriculum, Apprentice Training Program for Inside Wiremen." This book has been printed in a limited edition of 300 copies, 100 of which have been bound. The remaining copies will be bound and made available to local unions of the Brotherhood, if sufficient interest in our book is displayed.

Publication of this book followed many years of discussion among members of our California local unions on the subject of proper training for electrical apprentices. In the opinion of these members, a book intended to train future IBEW wiremen should be written and distributed by the IBEW. The author of our book, Brother Fred Eggers, of Local Union 595, Oakland, is an old member of our Brotherhood and has a background of many years as a practical inside wireman, as well as that of a successful teacher.

A Worthy Publication

Four years of hard work and more than \$5,000 of our state association money has gone into this book. The California State Association of Electrical Workers is very proud of it. We believe that this is the best book for apprentice training that has yet been printed, as well as being the only one ever printed by an IBEW organization.

In order to keep this book exclusively for the use of the IBEW, our state executive board has adopted a policy prohibiting its sale to non-IBEW apprentice-training classes, trades schools, city and state boards of education and departments of vocational training. We want this book to be used in making union wiremen; we already have too many non-union ones pestering us, without increasing their number through the use of apprentice-training material written and published by an IBEW organization.

At present the book consists of 439 pages, bound in durable, loose-leaf style. It is written in simple, everyday language, readily understandable by Electrical Workers. Included in the text are codes and ordinances, mathematics and drawings, electrical science, electrical layouts, and applied electricity. Work is now progressing in various California local unions on additional material for apprentice training of linemen, radio technicians and tube benders. When this material is completed and approved by the apprentice training committee of our state association, it will be printed, incorporated in the book in loose leaves, and made available to any local union having a copy of the book, and interested in apprentice training for these branches of our trade.

Text intended to make "union wiremen" considered practical for class instructors

TABLE OF CONTENTS

Eligible: Indentured electrical apprentices
Students will be rotated between the three sections—A, B and C—of this course, which have as their objective the training of electricians' apprentices.

The course consists of manipulative work in the laboratory and technical work in the classroom, and covers the teaching of the proper methods and procedures used in all types of wiring jobs in the electrical construction field.

Section A—Electrical Science Mathematics and Drawing

This section is primarily technical and is held in the classroom. Visual aids are used whenever their value is indicated.

- Unit 1. Electrical units
 - A. Pressure, current
 - B. Resistance
 - C. Power calculations—voltage drop
- Unit 2. Electrical circuits
 - A. Series, parallel
 - B. Conductors, C.M. carrying capacity
 - C. Elementary A.C. and D.C. circuits
- Unit 3. Motors, A.C. and D.C.
 - A. Fundamental principles
 - B. Uses and limitations of various types
 - C. Connections and calculations
- Unit 4. Generators, A.C. and D.C.
 - A. Fundamental principles
 - B. Uses and limitations of various types
 - C. Connections and Calculations
- Unit 5. Transformers
 - A. Fundamental principles
 - B. Uses and limitations of various types
 - C. Connections and calculations
- Unit 6. Meters
 - A. Fundamental principles
 - B. Uses and limitations of various types
 - C. Connections and calculations

Section B—Applied electricity

This section is primarily manipulative and is held in the laboratory. The required technical instruction will be given with the job to which it applies.

- Unit 1. Job ethics
 - A. Responsibility to employer
 - B. Responsibility to trade
 - C. Responsibility to public
- Unit 2. Fundamentals of construction
 - A. Types and uses of materials
 - B. Tools and their correct usage
 - C. Safety
- Unit 3. Residential wiring
 - A. Services
 - B. Wiring enclosures
 - C. Circuits and wiring devices
- Unit 4. Commercial wiring



STATE CAPITOL, SACRAMENTO, CALIFORNIA

- A. Office lighting and appliances
- B. Stores and show window lighting
- C. Signs and exterior lighting
- Unit 5. Industrial wiring
 - A. Motors, A.C. and D.C.
 - B. Controls, manual and automatic
 - C. Switchboard, panels, circuit breakers
- Unit 6. Signal systems
 - A. Bell and annunciator systems
 - B. Intercommunicating telephones
 - C. Fire and burglar alarm systems
- Unit 7. Trouble shooting
 - A. Test lighting systems, open, short, ground
 - B. Test power systems, open, short, ground
 - C. Test signal systems, open, short, ground

Section C—Electrical Layout, Codes and Ordinances

This section is primarily technical and is held in the classroom. Liberal use is made of visual aids to support the technical material.

- Unit 1. Job management
 - A. Keeping records
 - B. Cooperation with other crafts
 - C. Safety
- Unit 2. Governing codes, local, state, national
 - A. Fundamentals
 - B. Scope
 - C. Jurisdiction
- Unit 3. Job layout, residential
 - A. Make lighting and appliance layout
 - B. Layout wiring diagram, service, circuit, etc.
 - C. Application of codes and ordinances to job
- Unit 4. Job layout, commercial
 - A. Office, layout and wiring plan
 - B. Stores, layout and wiring plan
 - C. Application of codes and ordinances to job
- Unit 5. Job layout, industrial
 - A. Plant lighting, layout and wiring plan
 - B. Power wiring, layout of motor, control, switch board wiring
 - C. Application of codes and ordinances to job

(Continued on page 470)

Germany's RECOVERY Depends on School System

It is an accepted maxim of the peoples of the world today that victory in war without victory in peace is defeat. Therefore we must direct our thoughts and our endeavors to the victory in peace. Without doubt, it is difficult to assume the responsibilities that are inherent in the making of a lasting peace; the problems arising out of World War II have few parallels in history, so we are forced to depend on common sense and judgment in the formulation of our policies.

The Common Goal

In Germany our efforts are limited geographically by the zone plan occupation. Our goal, then, in common with the other occupying nations (we assume) and all the peace-loving nations of the world—if these two groups do not overlap—is to rid Germany of its militaristic ideologies. We must recognize that to achieve our common goal there must be an integration of all phases of German life directed towards replacing the absolutism of German thought, action and ideals with a strong desire for individual freedom.

To succeed in this task, we must strive to understand not only the nature of the German material needs, although the importance of these cannot be overestimated, but also a thorough understanding of the character of the Hitler regime and the effect it has had on the German mind.

The United States fully appreciates the nature of the situation and has begun an extensive study of German life. One of the first groups sent to Germany for the purpose of study and observation was the

U. S. State Department report reveals awful conditions in Nazi land

United States Education Mission. Its membership comprised some of the most able educators of the country and the group was well qualified to judge what the needs of Germany are and what our role in supplying materials to fill these needs should and must be. The mission made its report including recommendations to Assistant Secretary of State Benton on October 12; these recommendations are based not only on the need of education but on a profound analysis of the general economic and political situation.

Report Not Without Hope

In many respects the report of the mission was very discouraging both as to the general situation, and regarding the particular conditions of schools and educational facilities; the American educators, however, found hope in the possibility of our active cooperation with Germany in the establishment of a free society of democratic institutions.

The mission reported that the traditional school in Germany has been one that perpetuates autocracy and inequalities. For example, the secondary schools comparable to our private academies were the only schools in which the arts were taught. These schools were extremely expensive and few scholarships were offered; the students who were unable to afford these schools went on to vocational schools.

The choice for higher education was entirely on the basis of wealth, position, or power and this system instilled feelings of inferiority or superiority in the mind of the German child.

Lack of Materials

One of the first material problems facing the German teacher in his attempt to reopen the schools is the appalling lack of paper and books. This is not an unmingled curse since it gives qualified persons the opportunity to replace Nazi propaganda with clear, unbiased textbooks. Aside from that aspect, the destruction of many fine libraries by Hitler and then later by the Allied bombers, resulted in a great dearth of good literature in Germany today.

There is dire need also for teachers. In the American zone of occupation, the greatest part of the population falls in the older age groups. Naturally, these people who have seen Germany defeated twice in their lifetime view the future with cynicism and hopelessness. Many of the schools must find their teachers in this group. No new teachers were, of course, trained during the war, so there will be a time lag before younger teachers are trained. To further complicate the situation, many teachers have not yet been cleared by the occupation government on the basis of their affiliation with the Nazi party. They are of necessity kept from contact with children until they have been processed; many of them undoubtedly will be found qualified to teach, but the waiting deprives the schools of an immediate supply of much needed personnel.

Slow Road to Democracy

This process of reeducation to democracy must of necessity be a slow one. It must allow the Germans time to recover from the physical as well as the moral and spiritual defeat they have suffered.

It must give them time to look around the world and evaluate the various cultures and ways of life. Not only must the process be slow but it must be aided and abetted at every step by countries equipped to help and cooperate in the task of rebuilding a nation and a culture.

Perhaps one of the most important parts of the denazification program is brought out vividly by our mission when they comment,

"It must be recognized that political democracy can be developed to the full only by those who have the basic necessities of life. Nowhere in the world has it been possible to erect the structure of successful democratic self-government upon starvation or economic disorder."

Yet, it is a difficult problem even to try to supply the Germans with the bare necessities of life. The Potsdam agreement stated that Germany was to have a standard of living no higher than the lowest standard of living in the other countries of Europe. This standard of living would also permit the payment of reparations to countries formerly occupied by Germany—through the products of German industry. The Potsdam agreement also pledged the economic unification of Germany which, at present, has been accomplished to a very limited extent. The promised unification of the American and British zones is proceeding slowly and to date the Russians have refused to enter into any positive plan for unification.



PRE-WAR AUSTRIA; CHILDREN AT PLAY

(Continued on page 471)

Report of Third Quarter I. E. C. Meeting

THE third quarterly meeting of the International Executive Council convened in Room 217, Sir Francis Drake Hotel, San Francisco, California, at 2 p.m. September 9, 1946.

The meeting was called to order and presided over by Chairman Paulsen.

The following members were in attendance:

C. M. Paulsen
D. W. Tracy
D. A. Manning
C. F. Preller
F. L. Kelley
J. L. McBride
Charles J. Foehn
William G. Shord
Harry Van Arsdale, Jr.

The minutes of the second quarterly meeting were read and approved.

Chairman Paulsen appointed Clem Preller and D. A. Manning as the Committee on Audit, to examine the audits made by the firm of Wayne Kendrick and Company, certified public accountants employed by the Executive Council, of the accounts of the International Brotherhood of Electrical Workers and the Electrical Workers' Benefit Association, and to report back their findings to the council before adjournment.

Applications of the following members for pension benefits were presented:

	Formerly of L. U. No.
I.O. Atkins, Thomas G.	602
I.O. Betts, George E.	25
I.O. Booth, Albert C.	11
I.O. Butts, Frank E.	1086
I.O. Engelhardt, Henry L.	3
I.O. Fletcher, William	6
I.O. Gallagher, Charles Leo	277
I.O. Gardner, Thomas C.	40
I.O. Hardtke, John	483
I.O. Jones, Osgood K.	6
I.O. Kelly, Curt	77
I.O. MacDougall, Colin A.	122
I.O. Melick, Martin L.	202
I.O. Parks, Mark J.	476
I.O. Pritch, Walter L.	1
I.O. Robinson, David J.	224
I.O. Rudolph, Clarence S.	713
I.O. Sholm, Oscar	65
I.O. Tranger, Charles C.	11
I.O. Zappa, Augustin	561

L. U. No.

1 Osborn, John T.
1 Trumpold, Fred
3 Aronson, Leo
3 Carter, George E.
3 Cullen, John K.
3 Gedney, Arthur C.
3 Herlich, George
3 Hoehn, Herman F.
3 Imhof, Herman
3 Kornrumpf, Henry
3 Laidlaw, Roy E.
3 Loux, Joseph
3 Merkel, Louis
3 Murray, William W.
3 McCoy, Thomas E.
3 McKiernan, William
3 Rosien, Ernest
3 Schweizer, Frederick
3 Seelye, Otto W.
3 Smith, Edward J.

Minutes of the third regular quarterly meeting of the International Executive Council

L. U. No.

3 Smith, John
3 Smyth, John
3 Swenson, Gustav
6 Moore, Alfred E. S.
8 Snyder, Grant H.
9 Ahlgrim, Charles H.
9 Blomgren, Andrew G.
9 Borne, George William
11 O'Brien, J. J.
11 Wade, Sr., Beverly W.
16 Curran, D. J.
41 O'Neill, August E.
46 Bohmer, Gustave E.
48 Snyder, G. L.
48 Stone, Albert P.
52 Weigel, Henry
58 McGinnis, Frank
65 Currie, John
66 Schuler, C. H.
98 Stanert, George E.
104 Best, John W.
124 Bennett, E. B.
125 Knight, J. A.
125 Siner, Claude E.
164 Barry, James
164 Cross, Howard W.
173 Anderson, Charles A.
176 Lawrence, James
176 Taylor, Martin W.
193 Womack, H. L.
195 Gergen, Albert F.
195 Thatcher, Delbert L.
212 Raymond, John F.
212 Tritsch, Reuben E.
213 Storrar, David G.
262 Atkins, William Herbert

L. U. No.

309 Dekum, Emil N.
333 Redlon, Herbert W.
348 Keyte, Frank W.
348 Notley, George
348 Shirreffs, William
396 McKenna, John M.
471 Lyon, Weston
481 Fondeau, Arthur A.
481 Howard, George W.
481 Miller, Roy
483 Newton, William W.
561 Wise, Alfred C.
595 Marshall, Thomas
679 McMillan, Duncan
702 Stovall, James Owen
716 Smith, S. R.
734 Lewis, Raymond Charles
838 Albrecht, Frank G.
852 Parker, Paul M.
1245 Favorite, Arthur L.

The council found that the aforementioned applications were made in accordance with the provisions in the International Constitution, and that the official records supported the applicants' claims as to pension age and continuous standing in the Brotherhood; therefore it was decreed, upon motion which was carried, that the applications of the aforementioned members be approved, and that their names be placed on the Brotherhood's pension roll; the pension to be paid to them when they have signed and presented their withdrawal cards.

Charles Ranson, Card No. 406397, L.U. 465; Fred A. Smith, Card No. 371444, I.O. member; and Norman Thompson, Card No. 137002, I.O. member; presented the necessary evidence to show that they were of pension age, and the I.O. records show that they have the proper continuous standing; therefore it was ordered, that the applications of these members be approved and that their names be placed on the pension roll and payments made to them when they have signed and presented their withdrawal cards.

James W. Bennett, Card No. 146050, L.U. 6; Walter R. Fulton, Card No. 609638, I.O. member; and Oswald Von Salzen, Card No. 196384, L. U. 3; are denied the pension because they have not sufficient standing in the Brotherhood.

James Connors, Card No. 244100, L.U. 3; Martin J. Mullarkey, Card No. 1572, L.U. 3; and G. C. Fairfield, Card No. 264342, L.U. 66, are denied the pension as they have not attained pension age, according to information on their records in the I.O.

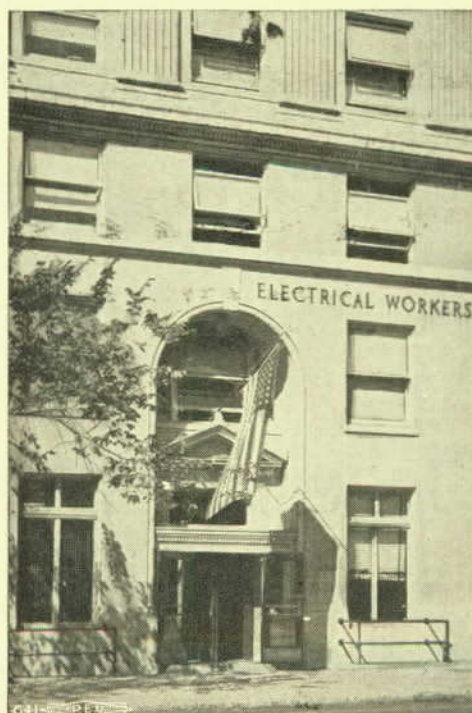
The appeal of Leslie W. Sanders, L.U. 40, from the decision of International President Brown, in the case involving his removal as president of the local union, was considered and International President Brown's decision is reversed.

The appeal of Leslie W. Sanders, L.U. 40, from decision of International President Brown under the provisions of Art. XVIII, Sec. 2 of the I.B.E.W. Constitution was considered, and International President Brown's action is sustained.

Evidence in the case of LaRue M. Swayze, L.U. 1001, was gone over, and the decision of International President Brown, as rendered August 16, 1946, is sustained.

The appeal of Bert M. Miller, Card No. 11815, in the case of Miller vs. L.U. 340 was presented. The matter was disposed of by decision rendered by the International president on December 30, 1929. As no appeal was taken from this decision within the time limit prescribed by the Interna-

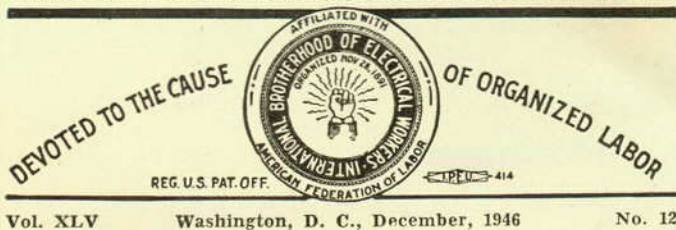
(Continued on page 475)



1200 15TH ST. NORTHWEST, WASHINGTON

JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



Well-Known Depression On the morning after election the stock market fell off. This puzzled observers. No one seemed to know why. But one man remarked: "They probably know more about economics than they do about politics."

Confidential letters sent to employers by reporting agencies in Washington are now openly warning a depression is in the making and in the offing. This does not surprise this Journal.

In March 1946 this Journal frankly warned that the depression is in the making. We said:

"A new depression is now in the making, if inflation is not curbed, orderly procedures established, balance between wages and prices maintained. Another depression is in the making and boys, will it be a peach!"

Atomic Commission The President of the United States is to be commended for the care he took in selecting his new Atomic Energy Commission with David Lilienthal, chairman of the TVA, as chairman. The President's problem was one in which he had to quiet public fears. He had to seek men in which the whole nation would have confidence. It is significant that he chose David Lilienthal of the TVA as the chairman of this commission. It is to be noted that he could not quiet public fears by putting a banker, a corporation head, a general, or anybody else of this persuasion at the head of the commission. He went to a Government agency often under fire by business men, and chose a young public servant who has devotedly given his life to building up the TVA.

Reconversion John R. Steelman recently reported that private industrial production for the past year was at an all-time peacetime high of 178 billion dollars. The annual profit take after taxes were deducted was 11 billion dollars—the all-time record profit take in war or peace.

Everywhere you may expect employers to resist a request for wage increases. The cost of living index of the Bureau of Labor Statistics indicates that the cost of living is 13 percent higher than in January of this year. The cost of living is still going up. It may reach 18 percent by January or February. To live, wage earners have to have

more money and it is expected that they will ask for wage increases. But the bosses will contend that they cannot grant wage increases without raising prices, and they fear raising prices again because the buying public is cautious, rebellious, and ready to go on a buying strike. This is not a pleasant situation, and there seems to be only one culmination—a crash—which is variously called a recession, an adjustment, a liquidation—anything but a depression.

Cartels of the Electrical Field Two companies in America supply eight-tenths of the electric lamp bulbs sold in this country and in turn are part of an international cartel that exercises substantial control over a major portion of the world's output of lamps.

These facts are brought out in a forthcoming study by the Twentieth Century Fund that examines in "case history" fashion how cartels operate in a number of specific fields. The new report is expected to be completed within the next few weeks and will be issued under the title, *Cartels in Action*. Advance portions were made public recently by Evans Clark, executive director of the Twentieth Century Fund.

The section on electric lamps shows how manufacturers have reduced the length of life of the lamps presumably in order to bring about more frequent replacements and thus increase sales. But the research directors of the survey, Dr. George W. Stocking and Dr. Myron W. Watkins, point out that during this same time the price of lamps has been greatly reduced and their efficiency—meaning the amount of light given out for each unit of electricity consumed—has been raised.

The report says: "Lamp prices in the United States have been lower than anywhere else in the world, with the possible exception of Japan, and the trend has been persistently downward. Between 1920 and 1938, 60-watt lamps declined from 40 to 15 cents, 75-watt lamps from 70 to 15 cents, and 100-watt lamps from \$1.10 to 15 cents." Today the usual selling price for a standard 60-watt lamp is 11 cents, plus one cent Federal excise tax.

Building Trades Liquidation We have received a circular in the mail that interests us very much. It is a highly-colored advertisement for the stock market counselor service. You recall we had many of these before the 1929 crash. This particular advertisement is whooping it up for higher-priced stocks. It cries out "Market is only 20 percent below 1929 peak."

This counselor service for stockholders is not above carrying on propaganda against labor. It predicts that labor has to be liquidated.

"Building trades are tremendously important to this country's prosperity. Where can you buy tongue-and-groove roofers today, except through the Black Market? Where can you buy a \$5 keg of nails except through the Black Market? and at \$15! We must have a free flow of commodities in the building trades at reasonable prices before we can talk very much about prosperity."

This counselor service also goes after the farmer.

"September showed farm commodity prices up 140 percent, while other wholesale prices have gone up only 33 percent. Farm commodity prices have contributed seriously to the high cost of living and our analysts see a drop in them of 20 percent to 25 percent. That is one of the things that has to be liquidated."

This counselor service also tries to lay the imminent depression upon labor unions.

"Dislocations caused primarily by insatiable demands are largely responsible for the prospect of a business letdown."

Running Away A news report states that a news writer is about to move his office from the eastern coast to the center of the continent where he hopes to be safe from atomic bombs. This is illustrative of the submerged fear in the hearts of every American citizen, but few are fortunate enough to be able to move their business, or their homes, to supposed points of safety. The truth is, nobody is safe in atomic warfare. Six atomic bombs, properly placed, could destroy this country. Here is a story that will illustrate this point.

A scientist asked a general in the American Army, "What are the characteristics of World War III?"

The general replied, "I cannot tell you the characteristics of World War III, but I can tell you the characteristics of World War IV. It will be with sticks and stones."

Farmers and Union Labor Co-op Power, a new magazine in the REA field, says in the October, 1946, issue:

In an effort to promote better understanding between the farmer cooperatives and organized labor, the National Council of Farmer Co-operatives, through its Labor-Management Committee, is promoting an exchange of articles explaining the principle and philosophy of the two movements.

The first article was one prepared by Homer L. Brinkley of Lake Charles, Louisiana, chairman of the council's Labor-Management Committee, which appeared in the *American Federationist*, monthly magazine of the A. F. of L.

William Green, president of the A. F. of L., has now prepared an article which the co-op council is distributing for publication in farmer cooperative organs.

Wrote Brinkley in the *Federationist* article:

"Farmer cooperatives believe in and fight for the democratic free enterprise system of life. Farmers are concerned that both labor and industry understand what their cooperatives are and what they are doing. It is extremely unfortunate when large segments of our economy dissipate their strength by baiting each other at a time when the free enterprise system is engaged in a serious struggle to maintain itself.

"Agriculture, industry and labor must each look be-

yond its own narrow interest to the common good and the national welfare if we are to achieve our greatest potential success as a nation."

Wrote Green in his article for the co-op publications:

"The American Federation of Labor is committed to the principle of individual rights with attendant responsibility for wise use of rights; private enterprise with responsibility for production planning and decision by non-governmental economic agencies. But private as well as public government must be in the national interests. . . .

"In the right of free collective action to deal with various problems lies our surest safeguard against political or economic tyranny. So long as people can freely join together in understandings to promote their own welfare, individuals have the best guarantee of their personal freedoms.

"Farmers and workers have much in common. They depend for income on productive work while collective action is necessary to assure them returns that command a share in social and economic progress."

Apprentice Adjustment A letter to this Journal from a Brother member of Santa Monica, California, makes some good points:

"Probably all or most of the locals in the I. B. E. W. have the problem of reconversion to prewar standards of workmanship. It is certainly true in the Los Angeles area.

"Here we took in several thousand shipyard workers as marine wiremen. Marine work is radically different from work ashore so their experience on ships is of practically no value when they attempt to make the transition to inside wiring. Most of them have taken withdrawal cards and have gone into other work, but a great many are accepting apprentice ratings.

"Then, too, during the war the apprentices and helpers were given quite liberal ratings. The man who said he'd had two or three years' experience was often taken at his word.

"Added together, these things total up to a slackening of standards which, in the long run, could be costly to the Brotherhood. Over the years, membership in an I. B. E. W. local has come to mean a superiority in workmanship and knowledge. Contractors were glad to pay a higher wage because of that fact. It has been, and must continue to be, one of our main sources of strength.

"Here in the Santa Monica Bay area we are starting a program to reinstitute those standards.

"We have drawn up a series of examinations for our group of apprentices which they must take and pass to receive their semi-annual increase. All who are now working will go through the series of tests until they fail to pass. That will decide their current rating. If a man fails on the first-year test he remains a first-year man. Failure on the second-year exam makes him a second-year apprentice, etc."



WOMAN'S WORK

THE JOYOUS SEASON

By A WORKER'S WIFE

ONCE again it's Christmas, the joyous season! Time to be happy and friendly—time to give gifts to our friends—time to decorate our house with the traditional greens—time to get out all our favorite Christmas recipes—time to give our children the happiest days of their lives! Yes, it's the joyous season!

We say it's the time to be happy and friendly and it is just that! For Christmas time let's forget all the petty annoyances of the past year, forget all the hurts and grievances—make a personal peace with the world and be a friend to all. Perhaps if you try hard enough at Christmas time to bring this about, you can create enough peace and brotherly love in your heart to stretch out all year through until another joyous season rolls around bringing the renewed spirit of love and hope.

It's Giving Time

It's time to give gifts to our friends. Fellow workers' wives, let's be very careful this year about using hard-earned money for Christmas spending. Goods will be more plentiful this year than in any year since before the war but they will also be much more expensive. We will probably all want to go on a spending spree and just buy anything and everything that appeals to us. But let's not. We should try to save all the money we can and buy as carefully and conservatively as possible, if we are to have half a chance against that hungry beast inflation which would so like to gobble up our war savings and leave us without a nest egg for that rainy day of depression. By buying carefully and sparingly now, we can keep hard times from knocking at our doors and help our country to maintain a balanced

economy. Remember that old saying, "It's not the gift but the thought that counts." Your gift need not be expensive, but exercise care and thought in its selection and wrap it as attractively as possible. If you have time to make a few gifts this year, the current magazines are full of grand ideas and people are sure to appreciate something that you took the time and trouble to create for them—your own handiwork. Let me tell you about gifts a friend of mine made. She saw some luncheon place mats in one of our more exclusive stores. They were made of linen in delicate pastel shades with lovely flower designs appliqued on them and their price was \$50.00 for a set of 12. My friend bought material of cheaper grade than linen, in pretty shades of salmon and turquoise and canary yellow. She also purchased a couple of yards of flowered chintz from which she is cutting flowers to applique



and she is making her own luncheon sets. They are very beautiful and they have cost her about \$2.50 a set instead of \$50.00. There are lots of clever and attractive gifts which you can make if you have the time, and don't think the time and effort you put into them will not be deeply appreciated.

We spoke of wrapping your gifts attractively. Another friend of mine, saves the Christmas cards she receives from year to year and pastes them in the center of her wrapped gifts. This is an inexpensive yet attractive way to give your gifts that little added individual touch that means so much.

Deck the Halls

In our introductory paragraph we said that Christmas time was the time for decorating our houses after the old Christmas traditions. Of course you'll have a tree and wreaths and holly and the good old sprig of mistletoe, but you'll want something special for your holiday table.

How about a winter skating scene? On your white tablecloth, place a large mirror. Cover the edges with absorbent cotton and sprinkle with silver to simulate snow. Then you can purchase little trees and figures from the 10-cent store to place on your "pond" or you can cut figures from magazines, mount them on cardboard and cut them out leaving a flap at the bottom to turn back so that the figures will stand. The children will love the old dinner table in its special Christmas dress.

Another very simple and effective decoration for the Christmas table may be created by spreading short pine branches the length of the table and placing red and green candles of various lengths at intervals down the table in the center of the greens. For your New Year's party use candles of all colors and sprinkle confetti and serpentine tape over the pine branches and on the table cloth.

Christmas Cookery

Next we said, Christmas is the time to get out all our favorite holiday recipes for surely Christmas is the occasion above all others in the year when our houses should be filled with goodies, to delight the hearts and tummies of our children, and to share with our friends. I know you have your own traditional recipes for turkey and dressing, your plum pudding or mince pie and you surely have some favorite Christmas cookie recipes—for Christmas just isn't Christmas without cookies. However, I'd like to give you two old German recipes for Christmas cookies, two that you probably hear more about than any others and which in some households are ever-present for the holiday season. Indeed I know one family that would rather go without turkey on Christmas than forego Pfeffernüsse and Springerle.

(Continued on page 470)





Christmas Page For Children



Dear Children:

We haven't much space in our magazine to spare, but because we believe that Christmas belongs to you more than it does to mothers and fathers and older brothers and sisters, we are dedicating this page to you. First off, we think you might be wondering whether or not there really is a Santa Claus. Well a very long time ago away back in 1897, a little girl wrote to a big newspaper, *The New York Sun*, and asked the question "Is there a Santa Claus?" Here is her letter and the *Sun's* answer which tells the story much better than we could ever do.

Dear Editor—I am 8 years old. Some of my little friends say there is no Santa Claus. Papa says "If you see it in *The Sun* it's so." Please tell me the truth, is there a Santa Claus?

VIRGINIA O'HANLON.

115 West Ninety-Fifth Street.

Virginia, your little friends are wrong. They have been affected by the skepticism of a skeptical age. They do not believe except they see. They think that nothing can be which is not comprehensible to their little minds. All minds, Virginia, whether they be men's or children's, are little. In this great universe of ours man is a mere insect, an ant, in his intellect, as compared with the boundless world about him, as measured by the intelligence capable of grasping the whole truth and knowledge.

Yes, Virginia, there is a Santa Claus. He exists as certainly as love and generosity and devotion exist, and you know that they abound and give to your life its highest beauty and joy. Alas! how dreary would be the world if there were no Santa Claus! It would be as dreary as if there were no Virginias. There would be no childlike faith then, no poetry, no romance to make tolerable this existence. We should have no enjoyment, except in sense and sight. The eternal light with which childhood fills the world would be extinguished.

Not believe in Santa Claus! You might as well not believe in fairies! You might get your papa to hire men to watch in all the chimneys on Christmas Eve to catch Santa Claus, but even if they did not see Santa Claus coming down, what would that prove? Nobody sees Santa Claus, but that is no sign that there is no Santa Claus. The most real things in the world are those that neither children nor men can see. Did you ever see fairies dancing on the lawn? Of course not, but that's no proof that they

are not there. Nobody can conceive or imagine all the wonders there are unseen and unseeable in the world.

You tear apart the baby's rattle and see what makes the noise inside, but there is a veil covering the unseen world which not the strongest man, nor even the united strength of all the strongest men that ever lived, could tear apart. Only faith, fancy, poetry, love, romance, can push aside that curtain and view and picture the supernal beauty and glory beyond. Is it real? Ah, Virginia, in all this world there is nothing else real and abiding.



No Santa Claus! Thank God! he lives, and he lives forever. A thousand years from now, Virginia, nay ten times ten thousand years from now, he will continue to make glad the heart of childhood.

On your page, we want to write down for you the most famous of all the Christmas poems. You might want to read it to Mamma and Daddy on Christmas Eve—I bet they'd be glad to hear it.

The Night Before Christmas

By CLEMENT C. MOORE

'Twas the night before Christmas, when all through the house
Not a creature was stirring, not even a mouse;
The stockings were hung by the chimney with care,
In hopes that St. Nicholas soon would be there;
The children were nestled all snug in their beds,
While visions of sugar-plums danced through their heads;
And Mamma in her 'kerchief, and I in my cap,
Had just settled our brains for a long winter's nap,—

When out on the lawn there arose such a clatter,
I sprang from my bed to see what was the matter;

Away to the window I flew like a flash,
Tore open the shutters and threw up the sash.

The moon on the breast of the new-fallen snow,
Gave the lustre of mid-day to objects below;
When what to my wondering eyes should appear,
But a miniature sleigh, and eight tiny reindeer,

With a little old driver, so lively and quick,
I knew in a moment it must be Saint Nick.
More rapid than eagles his coursers they came,
And he whistled, and shouted, and called them by name:

"Now, Dasher! now, Dancer! now, Prancer and Vixen!

On Comet! on Cupid! on Donner and Blitzen!
To the top of the porch! to the top of the wall!
Now, dash away! dash away! dash away all!"

As dry leaves that before the wild hurricane fly,
When they meet with an obstacle, mount to the sky,
So up to the house-top the coursers they flew,
With a sleigh full of toys—and St. Nicholas, too!

And then, in a twinkling, I heard on the roof,
The prancing and pawing of each little hoof.
As I drew in my head, and was turning around
Down the chimney St. Nicholas came with a bound.

He was dressed all in fur, from his head to his foot,
And his clothes were all tarnished with ashes and soot!
A bundle of toys he had flung on his back,
And he looked like a pedler just opening his pack;

His eyes—how they twinkled! his dimples, how merry!
His cheeks were like roses, his nose like a cherry!
His droll little mouth was drawn up like a bow,
And the beard of his chin was as white as the snow.

The stump of a pipe he held tight in his teeth,
And the smoke, it encircled his head like a wreath.
He had a broad face, and a little round belly,
That shook, when he laugh'd, like a bowl full of jelly.

He was chubby and plump; a right jolly old elf;
And I laughed, when I saw him, in spite of myself.

A wink of his eye, and a twist of his head,
Soon gave me to know I had nothing to dread.

He spoke not a word, but went straight to his work,
And filled all the stockings—then turned with a jerk,
And laying his finger aside of his nose,
And giving a nod, up the chimney he rose.

He sprang to his sleigh, to his team gave a whistle,
And away they all flew, like the down off a thistle.

But I heard him exclaim, ere he drove out out of sight,
"Happy Christmas to all! and to all a good night!"

(Continued on page 470)



CORRESPONDENCE



**L. U. NO. 3,
NEW YORK CITY,
N. Y.** Editor: We extend our very best wishes for a Holy Christmas and a Happy and Prosperous New Year to our present officers, our newly elected officers and to all the members of the Brotherhood wherever they may be.

FREDERICK V. EICH, P. S.

**L. U. NO. 7,
SPRINGFIELD,
MASS.** Editor: It is inevitable that in a haphazard economy research should also be haphazard, dependent on the whim of people who have more money than they need and on charity. With a lot of fanfare, dimes are collected to fight a disease that cripples children; stamps are sold to fight tuberculosis and annually the hat is passed to help the underprivileged.

The making of the atom bomb has shown us how such problems can be solved. Gather the best brains, give them unlimited money and any line of research can be followed to a successful conclusion. In two years the atomic scientists did what in the normal course would have taken 75 years to accomplish.

In the six weeks that elapse between the writing of this letter and your reading it, about 1,800 people will have died from cancer alone. Most of these and those who die from so many other diseases, owe their untimely end to the apathy of the public—us.

The reason for this apathy is the fear of planning, the fear of cooperation that the few instill in the minds of the many. This fear of planning applies to everything except war. There is a "general staff" whose job is to plan. They are able to wangle unlimited sums for plans which lead to destruction. Let us have a "general staff" for health and welfare, and let them make plans to make the United States really great, not merely rich. No slums, no poverty, no disease, no illiteracy, is my hope for our children's future.

And for the present I wish you all a "Merry Christmas and a Happy New Year!"

I. S. GORDON, P. S.

**L. U. NO. 22,
OMAHA, NEB.** Editor: Labor in Omaha is very fortunate in having an opportunity to attend the classes at the Institute of Industrial Relations now being conducted at the Creighton University. All courses being conducted there pertain to labor relations and would be very beneficial to any member who can arrange to attend.

In our country of today we are having a lot of industrial strife which is due mainly to management not respecting the rights of labor, or their responsibility to labor, and the same is true of labor which must in turn fulfill its responsibility to management. We can have industrial peace and harmony, but only when we have fair play and complete cooperation on the part of both management and labor.

The Creighton University is doing a very good job instructing both labor and management as to the responsibility that each has to the other.

In the classes the necessity of organization is stressed and the duty of building up our unions and selling our ideas to prospective members. The same is true of the public. If we all get busy and sell the people on our cause we will

never have to worry about anti-labor legislation.

Many of the most active labor men in the city attend these classes and although they have been in the labor movement for many years they are still learning things about labor relations. A new semester will begin the first week in February and we are expecting to see many new faces at that time.

Our apprenticeship school is progressing very nicely and the joint apprenticeship committee is doing a splendid job. Brothers Joe Bremken and Leo Hengen are putting in a lot of time on this job and are deserving a lot of credit. They check the classes each night and note the attendance and are watching the progress the boys are making. The committee is doing everything in its power to turn out some first-class mechanics.

SHEPPARD R. JONES, P. S.

**L. U. NO. 79,
SYRACUSE, N. Y.** Editor: The tragedy of man is that his spiritual vision is so

clouded over by materialistic tendencies that he can not see that which he seeks most. We desire peace and comfort, but create only antagonism and discomfort. This because we expect to get what we desire at other people's expense without reciprocation.

In this country we think big and we talk big. We want to solve all the big problems, such as "Saving the world for democracy," "Communism infiltration," and all the other high sounding problems. We are not content to solve our own small but irritating problems, like labor-management relations, for instance.

Management is of the opinion that no matter what they do to better wages and conditions of their workers, the workers are never satisfied. Management does not take into consideration condition standards are forever changing, that the gas lights of yesterday are electric lights today. All of the new products and improvements must be sold for a profit, and what better customer has industry than the American workman? Industry is forever building new machinery to replace workers and to improve their efficiency. As industry improves, so must the workers improve in wages and security.

If a worker receives low pay his efficiency as a worker and his morale suffer. He cannot afford

to give his family as good a home as is needed nor give his children good schooling so that they may become efficient workers. They become delinquents adding shame to the parents and expense to the community.

Keeping up with the Joneses is not going to make good homes. That will depend on the people who live in them, but good wages and security are necessary.

Low pay is not going to attract dependable and efficient union workers, nor will it attract cultured teachers that make good schools. Good schools are Government's problem, but lack of interest in government does not make good government. A study of the candidates and a vote is necessary.

No one disclaims that free enterprise is our way of life. No one disclaims that business is entitled to a decent profit. No one can disclaim that the wage earners are entitled to decent wages, that they may do their share in supporting good homes, schools, and government. All the oratory and slogans invented are not going to "Save the world for democracy" nor keep communism in Russia where they are welcome to it, if they want it. Communism is the avowed enemy of our way of life, and alien to our Christian ethical and moral doctrines. If we are to escape it we must give it no chance to creep in behind the smoke screen of economic, industrial and political discord.

Business men who live for today, unmindful of tomorrow are howling about communism getting a foothold in this country but are doing nothing constructive to prevent it.

They preach free enterprise and lobby the legislative bodies for their particular interest. They admit collective bargaining is the fair way to deal with their workers, but demand the abolishment of the Wagner Labor law or the revamping of it so that it would be meaningless. They can't or won't see that those who are directly and intimately concerned in their business give human value as well as productive value. They can't or won't see that it is for the public's interest that they are in business at all.

There is nothing wrong with our democratic form of government. There is nothing wrong with free enterprise.

This is a wonderful country, but there is too much wrong with the viewpoint of the people in it. When people can reconcile themselves to see the other fellow's point of view; when they realize that the other fellow has inalienable rights, too; when management and labor can sit down and bargain without jockeying for the upper hand, and without government interference, then you will never have to fear communism getting any foothold in America.

I wish you all a very Merry Christmas and a Happy, Prosperous New Year.

FRED KING.

**L. U. NO. 80,
NORFOLK, VA.** Editor: We wish to take this opportunity to say "A very Merry

Christmas and a most Joyous New Year to all of you from all of us."

E. A. (MACK) McCULLOUGH, P. S.
P.S.—Too much from the "Lap-over."

**L. U. NO. 84,
ATLANTA, GA.** Editor: At the last regular meeting Local Union 84 instructed

me to write a letter to the JOURNAL expressing our thanks to the delegates who supported our

READ

L. U. No. 7 advocates a "general staff" for health.

Some thoughts for those who would maintain democracy, by L. U. No. 79. Letter of thanks for a good deed, well done, by L. U. No. 84.

In praise of conventions in general and one convention in particular, by L. U. No. 104.

Some interesting notes on Kansas City, by L. U. No. 124.

L. U. No. 1505 does some campaigning against an anti-labor bill.

There is no rationing of ideas in our correspondence columns!

resolution in regard to the members who had lost their standing in the Brotherhood in the 1931-33 strike.

We especially want to thank Brothers H. H. Broach, Harry Van Arsdale, Jr., Charles Foeht, Louie Marcian, Hugh Brown and G. X. Barker for the splendid work they did for us on and off the convention floor.

This wrong that was corrected by the convention has brought happiness to some of the old members of our local union who have had to retire from the trade due to ill health and when they were told that on January 1, 1947, they would start receiving \$50 a month pension from the Brotherhood they were overwhelmed and hardly knew what to say.

I believe this kind of action will make our Brotherhood stronger and will give the members more confidence. It proves that we do have a democratic organization and can correct any wrong when we present it in the proper manner.

So again I say thanks to all for your support.

FRED GRIMES, F. S.

L. U. NO. 104,
BOSTON, MASS.

Editor: These little letters do not presume to be a learned work.

If they were offered as a guide book to the labor world it would be an attempt of the blind to lead, and only the blind would follow. We are well aware that our knowledge of the history and workings of organized labor is far too slight to qualify us as instructor in either. Of these subjects we only know as much as is familiar to all our labor brethren, and probably less than is known to most of them. The purpose we have cherished is an humble one; so much so that even our ignorance may, perhaps, be more of a help than a hindrance towards its accomplishment. For we have simply tried to imitate the child who peers through an open door and, charmed by a glimpse of the wonders within the garden, calls others to come and see.

The historian of organized labor in America must recognize in modern conventions a unit which is, in these times of consolidation, as inevitably and intrinsically a part of union labor fabric as is the individual local. Long ago the locals gave way to the central body and now the International organization is a most important unit in the labor world. The advantages possessed by the latter are many. The constructive activities of 10, or 100, or 1,000 small units properly combined are better, more economical and more extensive than any one small unit operating independently.

These group meetings or conventions have become bright spots among the routine of business—red-letter days to be looked forward to with pleasant anticipation. Aside from the business of the moment, they are delightful for their social features and valuable as a means of forming new friendships and exchanging ideas. The call of the president brings together representatives from all over the United States and from our grand neighbors to the north. And in these many localities a variety of conditions must exist which illustrates every phase of the big world of organized labor. And while we do not expect our delegates to "talk shop" all the time, we do feel that the opportunities for comparing experiences and views is a most important part of the convention.

Within recent months another convention of our great Brotherhood has come and gone and our locals are resounding with the glowing reports of our returned delegates. The meetings of Local No. 104 were not one whit behind other locals in the enthusiasm displayed by our membership in hearing first-hand the doings of our most worthy central body. Local No. 104 was especially honored and fortunate to have for her delegate her most accomplished business manager, Brother Bart P. Saunders. As in his other work for the local the Brother did a most commendable job at the convention, which makes 104 proud to lend Brother Saunders to help out in the business of the Brotherhood's most important meeting. That the delegate's report was the feature of the local's meeting is proved by the enthusiastic comments on it coming to the

press secretary. For one hour Brother Saunders held the rapt attention of the members as he told of the things done and said at the convention. Not a little of his report consisted of praise to International Vice President John J. Regan for his contribution to the convention. Brother Saunders said he was content and happy to report to 104 the reelection of Brother (Honest John) Regan to the office of International vice president of the Brotherhood. Brother Saunders was so pleasingly impressed with the words and conduct of Brother Regan that fully 40 minutes of his report were used in telling of the excellencies of "Honest John." Brother Regan was presiding officer at most of the meetings of the convention.

And, sister locals, did you not catch the sentiment of the closing remarks of the convention in words similar to these: Members of the International Brotherhood of Electrical Workers, we are heirs of priceless legacies in the unbroken record of brave and glorious deeds transmitted to us from those gone before. Let us hand on that record to posterity, not only undiminished but adorned with new and brighter glory.

HAM, P. S.

L. U. NO. 108,
TAMPA, FLA.

Editor: One phase of electrical work definitely ended this

month in this city. The contract to take down the trolleys and feeders of the street car system, which has been replaced by busses after 50 years of service, was let to a union shop.

Last month the city aldermen passed a tax of 10 per cent on water, gas, electric and telephone bills over the protest of labor. We are now circulating a petition to have the tax repealed or submitted to a vote of the people and expect to have the required number of signatures by the end of October.

The lack of progress on the A. F. of L. suit against the Florida anti-closed-shop law is very discouraging especially to those trying to sign up new employers. It is a very good stalling point to appear to be in favor of union labor 100 per cent but afraid to sign our agreement that is against the law.

Well, if it isn't one thing it's another so "around and around she goes."

TOMMY PAYNE, P. S.

L. U. NO. 124,
KANSAS CITY, MO.

Editor: The current shortage of housing and hotel accommodations

is the reason for restoring an old Kansas City structure to new usefulness. Brother Elvin Peel has a gang of wiremen working on the ancient Coates House which is being refurbished and made ready for occupancy. Built in the wild and woolly '70's, the Coates House shared its fame with the Planter's Hotel in St. Louis, they being the outstanding hostilities of the old West.

Our durable president, H. S. (Mick) O'Neill, has just returned from Chicago where he attended the convention of the American Federation of Labor. He reports having a nice visit with Pat Coyne, a former member and officer of L. U. No. 124. Although he has been gone from here for some 20 years, Brother Coyne is still remembered wherever the older members are gathered together as a sincere two-fisted business agent whose influence contributed much to the success of this local.

NOTICE TO DELEGATES I.B.E.W. 22ND CONVENTION

Pictures of delegates to the 22nd I.B.E.W. convention that were taken outside the convention hall are now available. The price for each picture is \$1.25 and they can be obtained by enclosing that amount in an order to the Gabriel Moulin Studios, 181 Second St., San Francisco, California.

Of late years, Kansas City has been forging ahead as one of the industrial centers of the Middle West. Formerly its manufactures were only those allied with farming interests, flour mills, grain elevators and the like. Then came the upsurge of air travel. Its geographical position made the city the natural crossroads of the airways. This made it the logical location for factories and industrial plants having to do with the airplane. Then diversified plants—some of them war-fostered—quickly followed. They settled principally in three industrial districts: Fairfax, on the Kansas side; North Kansas City and the East Bottoms. Local No. 124 has kept on speaking terms with each of these industries and is constantly being called on to do construction work in one or the other of them; even the CIO-controlled plants call in Local 124 men for their construction work.

All this entails work for Business Manager Wetzig, and he has been compelled to add three more assistants in recent months. They are Fred Goldsmith, in the office, George Brown, who covers the Kansas district including Fairfax, and Bob Brown, who has a general assignment along with the special duty of looking after the apprentices in the various shops.

The apprentice school began its scholastic year with 75 students enrolled. The classes are held in Manual High on two evenings each week. Special classes, such as the electronic class, are held in the schoolroom at local headquarters. Lack of a teacher has delayed the formation of a class in this particular subject. Then, too, there hasn't been much demand for an electronics class this year. Judd Simms is one of the few to retain his interest in the subject. Go into the classroom any Monday night and you will find Judd pottering about among the \$5,000 worth of electronic testing devices which the local maintains there. But then, he is a natural hobbyist. Slight of build and erect of carriage, Brother Simms is marching into his fifties with his enthusiasms undimmed. In the order of their importance to him, they are: His family, his union, and his interest in electronics and kindred subjects. It's meeting fellows like Judd that sort of keeps up your faith that everything is going to turn out all right.

MARSHALL LEAVITT, P. S.

L. U. NO. 175,
CHATTANOOGA,
TENN.

Editor: In the last issue we took great pride in telling you about our apprentice

school, and now we are sending you a picture of the class and what our labor paper says about it.

"ELECTRICAL UNION OFF TO SWELL START WITH APPRENTICE TRAINING"

"Local 175, Electrical Workers, got off to an auspicious start on its apprentice training program last Tuesday evening at its home on McCallie Avenue. Sixty-seven out of a class of 75 apprentices were present to hear details of class setup and talks from various officers and teachers.

"Business Representative Jean Paul Jones told the future journeymen of the responsibilities his union had toward its employers, and said that classes would be held at the Vocational Training School two nights a week.

"Bill Lindsay and Bob Duncan, two of Chattanooga's electrical contractors, gave encouragement for study and application and let the boys know what was in store for them if they learned their jobs. Dick Turner and George Dodds, members of the apprentice committee, enlarged on the program, and two of the teachers, Ralph Pennington, superintendent of all training classes at the vocational school, and Judd Lowry, also spoke. Both Pennington and Lowry are members of Local 175.

"Grant Matheny, business agent for Local 175, told the boys that they would not be 'forced' to attend classes—only, for every time they missed, they would be set back two weeks in their apprentice period.

"Other short talks were made by visitors."

Another of the teachers for our class is Brother Robert M. McKenzie, a very competent member of Local 175, and has been for years. He is teaching the 4th year group blue-print reading, which is as you very well know, a vital part of our work.

Brother Grant Matheny is doing a most commendable job as assistant to Brother J. P. Jones, our highly esteemed business manager. Together they have lined up some shops here which had not signed up. We here are very high in our praise of these two Brothers, and they, we feel, deserve more than just a pat on the back for the wonderful work they are doing.

A goodly number of our boys are back home now, both from the service and from out-of-town work, and we are more than glad to have them back, as materials and work are both more plentiful here at this time, and we feel that soon after the first of the year we will just about begin to hit our stride and everyone is in high hopes.

The new duPont job will take quite a goodly number of our men, and the hospitals quite a few.

We certainly do enjoy the nice letters that come through correspondence each month, and it seems as if we know you personally. They surely are appreciated by us, and much info is gained from them. We say thanks, and more power to you.

We are all in deep sympathy with President Charles Brown, in the loss of his mother several days ago.

Since writing last we have lost a highly respected and esteemed Brother, R. B. Hastings, who had been sick for several months.

We hope for each and every one of you from each and every one of us the very best Christmas ever and that the New Year may be all that one could desire. So in closing will say, "Merry Christmas and Happy New Year to you from us".

WILLIAM BOYD DYCHE, P. S.

L. U. NO. 193, SPRINGFIELD, ILL. Editor: A "feast" was prepared by the entertainment committee after the October 18 meeting and was enjoyed by all. It surely did seem like old times to be able to stand around and talk with all of the fellows after the meeting. We had a large attendance and a good meeting.

Work of dismantling the Sangamon Ordnance plant at Iliopolis, Illinois, was halted Monday, October 21, when a "holiday" was declared by the unions affiliated with the Springfield Building and Construction Trades Council. The work being done at the plant by members of the Hod Carriers and Common Laborers Union em-

ployed by the Cleveland Wrecking Company was claimed by the crafts that made the installation. It was agreed that no work would be done at the plant until international representatives of each organization could meet with Government engineers and officials of the wrecking company to settle the dispute.

The Meredosia powerhouse is in the jurisdiction of this local. The job is expected to be quite large and should be going strong sometime late next spring. While there are several other "big" jobs being planned for the near future, the Meredosia job is the only one that is actually started at this writing.

We have 36 apprentices attending our apprentice training school. The first course is nearly completed and in the next few weeks a new course is being planned. All of the apprentices are taking a great interest in the work and should be better prepared to cope with the electrical industry as it progresses in the future.

Our Electronics School, starting the first of November, will be divided into two sections. The beginners' course will be under the direction of Brother Lloyd Spindle. The advanced class, a continuation of last year's course, will be under the direction of Brother Roy Ladley. A good attendance record was maintained at the school last year and is expected to continue through this course.

JACK N. DAVIS, P. S.

L. U. NO. 212, CINCINNATI, OHIO Editor: Press time again in Cincinnati.

Although it is a little late, we wish to extend our best wishes and sincerest congratulations to all of the International officers newly elected at the annual convention. May you have the fullest cooperation of each and every local union, and may your administration be one to fulfill your every hope and wish.

We in Cincinnati are keeping pretty busy as work is going along fairly well.

A word about one of our former servicemen. Local B-212 is very proud of "our boys" who fought for us. Harry "Bud" Boremenke, Jr., served in the Pacific with the Seabees. When "Bud" came home he was taken ill and had to go to the veterans' hospital at Chillicothe, Ohio. Now we are very happy that "Bud" is fully recovered and back home and working again. Nice going, "Bud."

While on the subject of sickness, every one of us is glad to hear that Dick Ritter is feeling so much better, and that L. Krimm is reported well again. It is also good news that Ray Keiser is getting around nicely with the aid of a brace on his back.

I want to report two marriages among our

membership. Miss Mary Schwegman and James Stapleton, Jr., were married on Saturday, October 12, 1946. The second marriage is that of Miss Mary Hanneken to Elmer "Smiles" Lemken, both of whom are from the "Blue Grass" State, Kentucky. Mary and Elmer are nicely settled in their own new home on Ludford Street in Ludlow, Kentucky. To both of these newly married couples, not just my own personal good wishes, but those of the entire local for the best of the best things in life.

I am very sorry to report that during the past month two of our Brothers lost their mothers. Our deepest sympathies to John Weiberding and E. W. Simonton and both their families.

The entire local body wishes the Brotherhood a most joyous and plentiful Thanksgiving.

E. M. SCHMITT, R. S.

L. U. NO. 223, BROCKTON, MASS. Editor: Local 223 is back on the air again after a long absence.

It won't happen again unless, of course, I forget to write. We have just had our installation of officers and it looks as though they are a good lot. If they are not we'll fire 'em, by gosh. President Fred Beer (the new president) must have been studying up on parliamentary procedure for he seems to know when to shush people up who are out of order. He can bang the gavel like a big-town judge. Brother Berquist is still pitching as recording secretary. Doesn't he ever get tired of filling out those special call meeting forms? Business Agent "Happy" Ferris is still toddling around. I understand that someone definitely saw him out investigating a non-union job the other day. (Only kidding, Hap.) Brother Barry has been out quite a while now. Hope to see him back to work, soon. He used to tell us some darn good stories.

Art Spencer is still taking the dough away from us (in the guise of financial secretary). But the smile he gives when you get your receipt takes most of the pain away. All our boys are back from service except Brother Powers who is going to stay in a while longer. He says he likes it. Imagine that. Brother Babin is bound that the local is going to have a banquet. Every meeting night he brings up the subject. How about someone giving him a break and seconding his motion? The poor guy is going to get discouraged pretty soon. Work is rushing throughout the area but materials are tough to get just like everywhere else. Speaking of materials, has anyone got an oilburner around some place they are not using? Quite a bunch of trainees are endeavoring to make the grade as journeymen. Hope they all make it. Guess I have said enough for the first time as press secretary. Now I'll sit back and see if I have stepped on someone's toes. I'll soon know about it if I have. They don't mince words in this local.

TYLER W. BLANCHARD, P. S.

L. U. NO. 252, ANN ARBOR, MICH.

Editor: Many times while reading letters to the Editor in the JOURNAL I have noticed various introductions by newly-appointed press secretaries. Now I find myself in the same boat, being newly appointed. Therefore, I give my hearty applause and commend to you Press Secretary Ham, of Local No. 104, for his introduction in the October JOURNAL.

Local No. 252 is in much the same position as are other locals in regard to the



Apprentice Training Class of L. U. No. 175, Chattanooga. Seventy-five members are enrolled

materials situation. Two of our jobs for the University of Michigan, the married students' apartments and the men's residence halls, are high priority jobs and in spite of high priority the jobs are going quite slowly. Several of the other jobs for the U. of M. are just coming out of the ground. Unless the material becomes more readily obtainable, it looks as if some of these jobs may be halted. However, I must point out that the shortage is more noticeable among the other trades.

As many of you know the much-talked-of Willow Run Plant is in our jurisdiction and is being converted to automobile production by the Kaiser-Frazer Corporation. The job is on the downhill side now, just recently dropping back to 40 hours per week. We are having some difficulty in keeping CIO maintenance men from doing our work. We are now getting help from the A. F. of L. Building Trades Council President Gray, who is negotiating with Kaiser-Frazer Corporation for all building trades in hope of getting an agreement with the corporation.

Our business agent, Brother Harry Burbridge, is taking the month of October off due to a heart ailment. He is around and on his feet. As I am taking his place for the month, I now understand the strain he has been under. Brothers it surely would be easier on your business agent if you would consider that he has much more to take care of than your own private beef. And speaking of beefers—

There's one in every local,

You know the type we mean,

The guy who's always beefin',

But to a meeting has never been.

He's always causing trouble

And has a lot to say,

But it's never at a meeting;

From them he stays away.

He puts the union on the pan,

It never does what's right;

But when we hold a meeting

This kind is not in sight.

He's forever spreading rumors,

With him we must contend,

For when we hold a meeting

We think he should attend.

We admit his right to talk

Is only just and fair,

But the place is at the meeting,

So we urge him to be there.

RALPH D. BOOROM, P. S.

L. U. NO. 325,
BINGHAMTON,
N. Y.

Editor: This no doubt will be a surprise to those of Local 325 who really read

the Journal. It has been a long time since 325 has had any representation in the editor's column. Although several press secretaries have been appointed, I have failed to see any advertisements.

Now as for myself, I was appointed press secretary at the last meeting, and I will try and go one better than has been done before, so Brothers, you want to watch your step because this is the column headed Local 325, Binghamton, N. Y., where you will find news that you never dreamed of.

This is not going to be long at first, until proper channels are contacted, and I have my machine in operation. By that I mean it's like a reporter—he has to get the news, rewrite it and see that it gets before the public, similar to Tom Wilson and the *Illustrated Press*—if you know what I mean. So watch for the news from your new reporter.

Sorry to hear Paul Betikofer is under the weather—hope he will be back soon.

I hear Brother Barnes, our president, possibly might be leaving us for a while. Good luck, Artie! Hope you enjoy that nice warm climate. You surely do deserve it.

We all surely have been working hard, especially our business agent, Fred Grupp, who certainly does not let anything get by him. I hope he will have a good rest and the change

will do him good while he is away. He is another one who more than deserves a rest.

Well, Brothers, I hope you all have voted in the right direction. We do need a change, so until the next time, I remain

Your reporter,

E. SPRINGER, P. S.

L. U. NO. 353,
TORONTO, ONT.

Editor: At a recent meeting of our local union we were treated to a lecture on electronics by Mr. Palin and Mr. Mackie of the Canadian Vocational Training School, ably assisted by some of their students. It was a very enlightening lecture in simple terms that we could understand and demonstrated with equipment brought from the school, some of which was built by the students.

At the same meeting the late Brother Elsworth's tools were auctioned off with Brother C. M. Shaw acting as auctioneer. It's been so many years since Brother Shaw handled any tools that he nearly stabbed himself with a screw-driver. Nevertheless, he did a very good job and raised considerably more than was expected.

Our hourly rates go up another eight cents per hour the first of December making a total of 14 cents increase since June, but the general opinion seems to be that the dues should remain the same. It was thought that to ask a journeyman to donate one dollar a month out of an increase of \$24 a month to the organization that got him the \$24 increase, leaving him only \$23 would be asking a bit too much so the dues will not be changed at present.

We have quite a few father and son combinations among our list of members, some members with one son in the local, some with two or three, but the prize goes to Brother Fred Ainsworth, who has four sons initiated, making a total of five Ainsworths, all of one family. Brother Fred has always been a sound union man and has not neglected to educate Brothers Cliff, Jack, Ken and Doug in union principles.

What do union men talk about when they gather around the bosses' office or shop on a Saturday morning? Do they talk about improving conditions, and how they like the 40-hour week, or do they merely stab some Brother in the back? Perhaps they are only there in self defense to protect their own backs.

We have another death to report of a well-known Brother. On the morning of September 29, Brother Dave Wallace died of a heart seizure. Brother Wallace had been a member since 1928 and had worked for many of the contractors around town. He spent several years during the hungry thirties at Fort Frances and returned to Toronto about four years ago.

The merry Yuletide is just about here once more when no one is mad at anybody, so Merry Christmas and a Happy New Year! The local usually cancels the second meeting in December which falls on the 26th this year. So, get your dues in early, fellers, and don't get stuck.

BILL FARQUHAR,

Acting P. S.

L. U. NO. 390,
PORT ARTHUR,
TEXAS

Editor: Our Local Union No. 390 annual get-together and dance which was held at Port Arthur's newest and finest night club, the Avalon, on the night of October 25, was a big success. We had arranged tables and chairs for 600 and had over 1,000 members and their guests. Our business manager, Joe A. Verret, and president, A. H. Allen, were our genial and capable hosts, taking the lead in our celebration. "Red" M. Mack and Vernon Holst, president and business manager of Local 479, of Beaumont, which is sort of a suburb of Port Arthur, attended our party. Fred Rosenberg, of Local 716, Houston, and many others from all over the country who are working in our jurisdiction, also had fun at our party. Numerous owners of contract shops and industrial contractors and industrial relations men from local industries also added to the happy gang.

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Walker-Aswell Co., local electrical contractors and builders of neon signs, made and presented the local with a nice neon sign "Greetings L. U. 390." Music for dancing was by Hal Strain's orchestra, strictly union of course. The master of ceremonies assignment was capable handled by our Brother Allen Babin, local wireman who also serves on the city commission in his spare time. An entertaining floor show featuring local talent added variety. Our most popular Brother was Brother Middleton, who presided over the bar where a number of his assistants dealt out a seemingly endless supply of beer, pretzels and set-ups. Brothers R. H. Wood, F. L. Vickers, Sanders, Joe Miller, "Pusher" Compton and Revere Smith assisted Brother Middleton on the entertainment committee. It was a good party with plenty to drink, but no drunks and no fights—a definite improvement over some we have had in the past.

Consolidated Steel Company's Shipbuilding Division at Orange, after having employed hundreds of 390's and other locals' marine electricians, during the war and up to now, has now got "caught up" in their shipbuilding and laid off all but a small crew. Completion of construction of the unit of Du Pont's Nylon Salt Plant known as their Sabine River Works, is resulting in the layoff of over 100 of our wiremen, so we are now not only short of material, but also short of work for our members.

Vice President Louie Ingram has helped 390 by sending two of his very, very capable representatives, R. L. Webb and Big Bill Cox down to help Joe Verret and our working men's committee, negotiating a new contract for maintenance electricians and instrument men at the Texas Companies Port Arthur works. Although incomplete at this time, very satisfactory progress has been made.

C. REVERE SMITH, P. S.

L. U. NO. 468,
STAMFORD, CONN.

Editor: We are building very close to 100 per cent membership and progressing quite well. Business with us is quite brisk—all committees are functioning in high. We have another local here in Stamford, L. U. No. 1069, and the officers and members of this local are very cooperative and a fine bunch of boys.

The only thing we seem to be lax in is a good entertainment committee. It's all work and no play and to my way of thinking a little enter-

tainment would insure a better chance of our becoming a closer-knit organization and make for a larger attendance. Our last meeting, October 15, was exceptionally well attended.

Now that the cold weather has hit here, I think our attendance should improve. There are enough irons in the fire to keep everyone on their toes. More and more of our members are becoming quite proficient in the art of oratory and the meetings really get hot. This is a good sign as they get their gripes off their chests and feel much better for it.

Well, here's hoping I can dig up some more material for other issues and you will hear from me, provided Brother Spike Sullivan, will lay off riding me.

STEPHEN E. KELLY, P. S.

L. U. NO. 584,
TULSA, OKLA.

Editor: To take care of our expanded jurisdiction and many new

members, we now have the very capable services of George Lively, as assistant business agent.

L. U. 584 and other locals in the state are going to attempt to have certain amendments to the state electrical law at the next legislature. We have learned from experience that the first year's operation of the law has brought to light some defects in the law which we would like corrected in order to better protect the electrical trade.

The Women's Auxiliary sponsored a nice dance at the hall, which was enjoyed by all. Proceeds of admission will go to buy bowling team uniforms.

The Women's Auxiliary meets regularly second and fourth Tuesday evenings of each month.

In the September issue this correspondent made an error in spelling a Brother's name. We should have said, "Brother Homer Wilsey is back at work after being off 15 months due to ill health."

Brothers George and Sam stopped by to see Brother J. B. Nestor at the Veterans' Hospital at Muskogee and found him in good spirits.

Brother W. W. Whitener has been on the sick list for some time now. We hope for his improvement.

We are sorry to learn that Brother E. R. Ross has entered the Clinton Sanitarium at Clinton, Oklahoma.

We are glad another good IBEW member, Brother Floyd T. Wilson, is District State Electrical Inspector for Southeastern Oklahoma.

Our apprentice training program is moving right along. There seem to be a few students who do not attend regularly enough. May we point out that later these students will regret their absences, as every lesson they miss is a missing link in their chain of electrical knowledge. We urge that all apprentices make every effort to attend classes regularly. True, some of the book work is dry, but this technical knowledge is becoming more and more necessary and important, if these apprentices are some day going to be first rate electricians.

ROSCOE CHANNING MIGLIORE, P. S.

L. U. NO. 637,
ROANOKE, VA.

Editor: Now the OPA has lifted the ceiling on meat, Boy!

Did it skyrocket in price! There was an article in the paper stating that hogs jumped from \$15.90 a hundred pounds on the hoof to \$29.90. Looks as though everything is on the upward trend but wages. Why isn't something being done about that? For the first time in my life (on construction) I am on a lower wage scale than the fitters and plumbers. We of the I. B. E. W. have always been on even terms or above them. Now they are above us by 12½ cents on the hour. Wake up, you guys of 637, and get busy. We have to live the same as they do.

Our Brother Grady Ayers is back from the San Francisco convention and reports a very nice convention. By Brother Ayers' report, much progress was made to benefit the Brotherhood. Nice work, Grady, and may the ideas and proposals of the delegates to the convention be

carried out and the I. B. E. W. prosper much in the coming years.

The Du Pont job we have going in Martinsville is moving very smoothly. Brother Douglas McKnight of Fischback and Moore, the subcontractors, is doing a nice job. Lots of you fellows out on the circuits know Mac.

Our attendance at the local's regular meetings has certainly fallen down in the past few months. I know a good many of the fellows are working out of other locals, but that does not excuse the ones who live and work in our own territory. They can show up more often than they do. So how about it, fellows? Let's turn out more to meetings. You cannot know what's going on if you don't attend. If by chance there should be a motion put before the body and passed on that you think would not be for the benefit of the local, how are you going to stop it or vote against it if you are not present at the meetings? Any number of you could attend more often than you do.

JIMMIE CLOYD, P. S.

L. U. NO. 665,
LANSING, MICH.

Editor: Here it is writer's cramps' time again and so I have

to start going over the past month's escapades of the Brothers.

Brother Lou Rybarsyk threw one of his "whing dings" again. I never did get the inside story on it, so it will have to be one of the great mysteries of 665.

The call of the open road is too much for Brother Van Horn and "the not-too-well-known" Brother Hoisington. They have started for the West Coast and then will end up in Florida—they hope. P.S.—They are driving some trucks through.

Work in the industrial plants has been curtailed by the Government, so the only hot jobs in the area are those jobs pertaining directly to housing. On one of the jobs here they have shipped in about 500 wooden Army barracks and they are converting them into four-family apartments. It is strictly a romex job as they are only temporary.

Some of the members coming into this area refuse to do any work connected with fibre duct. They say that they will not work on it in their own local, so why should they do it here. Now maybe I am barking up the wrong tree, but it seems to me to be a poor way to help the Brotherhood.

L. U. No. 665 is planning a party for all the members working in the area and anybody from other locals that can be here.

The executive board is trying to untangle the red tape that is holding up our wage increase. Every time that an increase of wages, or betterment of working conditions, comes up we have a couple of contractors in the area that go after the local hammer and tong, yet I will stick my neck out and say that you will have to go a long way to find as many good mechanics as there are in L. U. No. 665.

Well, "ye ed's" arm is giving out so I will draw to a close. If my namesake from the Rochester local is around, please let me know where he is.

SPENCER C. (REBEL) MEAD, P. S.

L. U. NO. 697,
GARY-HAMMOND,
IND.

Editor: Local 697, as usual, is a busy outfit. We are especially busy with our bowling activities just now.

We have six bowling teams and the members are nearly all experienced alley hounds, so it will not be surprising if we hang up some championship marks this winter.

Vernon Seliger, son of Brother Frank Seliger, is on the University of Illinois football team and if strength and athletic skill count for anything he ought to make a record.

Our Local 697 25-Year Club No. 1 held a social and business session October 23. Our 25-Year Club is a lively, going concern as evinced by the good attendance at its sessions.

There is plenty of work in our territory but material shortages are tying things into a

Gordian knot. We are hoping for things to open up "full blast" soon. It has surely caused our executive board and Business Manager Bill McMurray a lot of headaches.

I see that the honorable (?) Hearst is predicting that Russia is planning to swallow the United States. I think that Russia would develop a bad case of dyspepsia if she ever succeeded in performing such a gastronomic feat.

Too bad he and his nazi-loving Von Wiegand could not be exiled to Germany where they have so many pals. The American Legion surely pulled a dandy when they decorated that pro-German for his "outstanding Americanism."

The world has just been given the spectacle of retribution given to the nazi supermen. What a sample of unmitigated gall that these birds turned to thoughts of religion just prior to having their necks cracked.

Where in all history was there ever collected in one flock such a number of cruel, cowardly, murderous and unprincipled beasts as these, and they had the effrontery to insult the intelligence of God by expecting leniency in their punishments after death.

The only person that I can see who got any injustice out of this mass execution was the devil. He must have thrown up both hands in a gesture of futility due to the fact that he did not have the appropriate punishment for the souls of these arch fiends. He would have to invent a new sort of penalty for them. No criminals ever entered hell with such a mountain of crime on their heads and if they burn through all eternity it will not be long enough. Strange it is that such monsters could have been born in this so-called Christian era.

Germany is a nation supposed to have been under Christian influences for years yet what a horrible calamity she brought to the world.

Perhaps there is a divine reason behind all of it. "God works in strange mysterious ways, His wonders to perform," and in the case of the nazis how true is this, "The mills of God grind slowly, but they grind exceedingly fine."

H. B. FELTWELL, P. S.

L. U. NO. 733,
PASCAGOULA,
MISS.

Editor: The following is a letter written in protest to an editorial which appeared in

the *Mobile Register*, saying that labor was shoving the Government around.

The Editor of *Mobile Register*

Mobile, Alabama

Dear Sir:

The writer has been a constant reader of your editorials, but he is at a loss to know why you pick labor for your target in your editorial of this date—October 25, 1946.

Is it not an accepted fact that the slaughter houses and meat packers withheld meats from the market in order to kill price control, and promised us, the consumers, plenty of meat when and if we have a free market? Would you even infer that the automobile manufacturers could not and would not put more automobiles on the market if and when they could get what they termed a fair price for their merchandise? I believe the writer has a slight remembrance of such a suggestion in your column.

Now Mr. Editor, please tell your readers, including the writer, what is the difference in holding produce from the market for what is termed as a fair price and holding labor from the market for what is termed as a fair wage. If one is a strike against the Government, I am sure the other is.

From the words and the tone of President Truman's speech of releasing meat from OPA controls, I believe anyone could not help but feel that he, the President, felt that the Government was being pushed around.

JOHN V. HALEY, P. S.

L. U. NO. 835,
JACKSON, TENN.

Editor: Local Union B-835 has not appeared in the *WORKER*

for some time, so I will attempt to cover some of the past and also acquaint you with the present.

In our June election the following Brothers were elected: W. F. Boone, president; Roy Albright, vice president; E. C. Harris, treasurer; W. E. Nichols, financial secretary and business manager; Leon (Piggy) McMillan, recording secretary; J. W. Goodwin, press secretary and member of the executive board.

Therefore, for the past three months we have been under new management here in the Hub City of West Tennessee. Our new business manager, Ed Nichols, has had his hands full trying to get the feel of the new job, and keeping all the Brothers satisfied. He has organized the Weakley County Co-Ops, a job that had been hanging fire for several years. And we members of Local B-835 wish to extend our thanks to him. Nice going, Eddie; keep it up!

Former business manager, Joe Barham, and W. O. Smith attended the convention on the West Coast and came back with nice reports to the local. They were very enthusiastic about the convention. After the new constitutions come out we are going to make a few changes in our by-laws.

Brothers Nichols and Albright attended the TVA Panel meeting held in Chattanooga, October 5; they reported that the prospect is good to get the workers more pay, which is badly needed with the continued rising cost of living.

We have plenty of work here, especially in surrounding towns, but for the lack of materials have a few men not working at present.

This is about all the news from this part of the state except that the State Electrical Association is to meet in Johnson City, December 4, and we will send delegates.

Am sorry I have neglected to keep up the correspondence to the WORKER, but do promise to do better from now on.

J. W. GOODWIN, P. S.

L. U. NO. 846, CHATTANOOGA, TENN.

Editor: The Electric Power Board-Tennessee Valley Authority Local is working under

a new agreement with the Electric Power Board. The contract was retroactive to August 1, 1946, and will be in action until August 1, 1947.

Some raises in salary are in effect and several other conditions altered. New overtime and sick leave clauses have been added to the agreement.

The employees of the contractors doing work for the E. P. B. also received raises in pay equal to the prevailing wage scales in this locality.

The wage panel will meet November 5 for the purpose of adjusting the wages paid by the TVA to its employees who are covered by the existing agreement with the TVA and other IBEW Locals.

J. M. MABRY, P. S.

L. U. NO. 850, LUBBOCK, TEXAS

Editor: Local Union B-850 has growing pains and in the few

months we have had a full-time business manager our membership has grown by nearly 100 new members, bringing our roll-call to the highest number in the history of the local.

We have just completed organizing one of the largest motor-winding and rebuilding shops in our city and have initiated all but two of the personnel of that shop into our local union and hope to have a working agreement and contract signed by the management in the next few days. Brother W. S. Pool, our business manager, has met with little opposition in presenting this contract.

This is the first of our endeavors in this field and we hope soon to have more of the motor repair shops in our local.

Brother Pool has also signed up two neon sign shops just recently and is working on others at present.

After many meetings and plenty of hard work by our apprentice training committee, Brothers H. C. Hamilton and Jack Melton, the apprentice training program is under way here. Our hats are off to the members of the National Electrical Contractors Association who have worked hand

and hand with our committee. The cooperation has been grand.

There are many construction projects under way here and many more planned for the near future, when the material situation has improved. Even with the scarcity of material Local B-850 could use several more good journeyman wiremen.

We have just completed the construction of a 10,000 kw turbine generator and have one of 15,000 kw under way now, with another of 21,500 kw planned to start as soon as the one under construction now is finished. All of these for the Southwestern Public Service Company at Denver City, Texas.

We have also just recently completed 108 miles of 115 K. V., H structure, high tension line and have another of 120 miles ready to start. Enclosed is a picture of the high tension crew and a partial list of the IBEW members on the job.

W. S. Pool, general foreman

L. E. Caskey, foreman

O. D. Dear, foreman

T. M. Kilgore, foreman.

Mr. C. B. Chunn was the engineer on the construction. The line just completed and the one just starting are for the Southwestern Public Service Company.

G. E. MCCLELLAN, P. S.

L. U. NO. 1205, GAINESVILLE, FLA.

Editor: Well I have been told by a couple of Brothers that I did all right the last time, so here I am again. Since our last go-around we have been able to squeeze 25 cents an hour out of the Wage Stabilization Board for our REA linemen and a nice raise for helpers, with the assistance of the West Palm Beach and Miami local unions. Thanks, boys!

We have the new agreements signed by several contractors to replace ours that ran out the last of this month. If we can get the Labor Board to approve them it surely will help, as we have some good work coming up as soon as material comes back.

We have a seven-million-dollar hospital job which should begin the first of 1947. It will have 1,000 beds and 40 fireproof buildings. We feel sure a square contractor will get that job.

We have several good jobs coming up at the University. Some are going square and some are being wired with maintenance men at \$180 per month. This is how our state is spending the taxpayers' money.

I have tried to get an organizer in here for the state A. F. of L., but so far have had no luck. We feel sure Brother Jimmie Harper will do all he can, but it surely looks bad.

We have one contractor who has a union electrical contractor do his electrical work and the university does his painting and plumbing.

The steam heating is not union but they do pay the scale, or they tell me they do.

If any Brother knows how to get to the top about this I would like to know, I would appreciate any lead. Just write me at 1028 North Ninth, Gainesville, Florida. Maybe some Brother has a friend in Tallahassee who can help. I can't afford to ask Mr. Joe Jenkins—our man from this county.

If there is any Brother member of this local union expecting to come south this winter and wishing to help wire houses in this territory, I would advise him to get in touch with the business manager, Brother Frank Braham, Box 112, so he can look out for a place for you.

Don't tell me the people in Florida don't pay the preacher, when a 100-mile hurricane comes to Tampa and goes up Franklin Street and loses all its speed. Good old Tampa Bay! Well, any way we are all very happy it lost its speed.

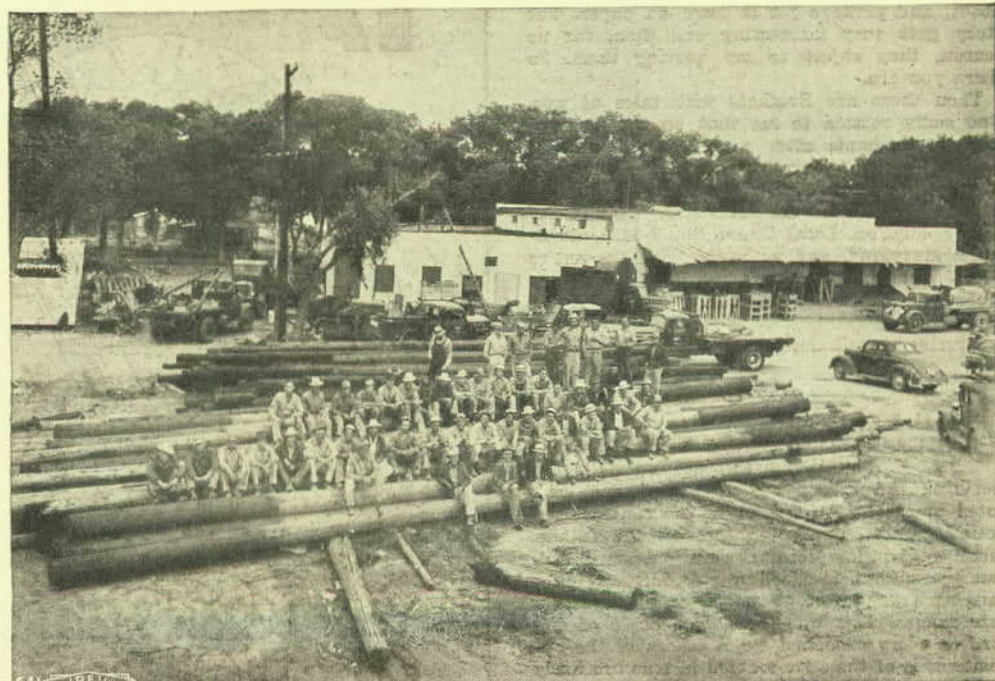
Brother Marks of Miami, I think they tried out the A Bomb at the wrong place as there are many Government agencies in Washington that we don't need.

H. B. WHITAKER, P. S.

L. U. NO. 1367, CHICAGO, ILL.

Editor: I expected at this time to be able to write of the new contract between the various locals and the Commonwealth Edison Company, but as all locals have not voted to accept the contract as negotiated, a delay is necessary in the signing of the contract. More on that later.

The job review program that has been under consideration for over a year was finally completed and rejected by the unions representing the employees of this company as unsatisfactory. In complete replacement of the job review the company has allotted a sum not to exceed \$50,000 in aggregate in the inside plant, outside plant, and super-power bargaining units to correct substantial inequities and these adjustments will be retroactive to September 16, 1945. As soon as agreement is reached with any local union on the job classifications within its jurisdiction, the adjustments agreed upon will be placed into effect immediately subject to the retroactive date noted above. With respect to any



High tension line crew—members of L. U. No. 850

requested adjustments on which no agreement is reached by December 31, 1946, the matter will be determined in accordance with this memorandum by a representative of the Technical Division, Conciliation Service, U. S. Department of Labor.

Several substations have been cut over to supervisory control equipment recently installed in the Northern Service Building to control nine substations from that point. Work has also started to install additional supervisory control equipment at Humboldt Park Distributing Station to control a number of substations from that point—another step in the advancement of work in the electrical field but it can also be classed as a labor-saving device.

JOSEPH J. OBRICHT, P. S.

L. U. NO. 1383, BALTIMORE, MD. Editor: We've read so much in the JOURNAL about the 22nd

Convention which has just come to a close that we almost feel as though we were present.

We are waiting for the official report from the International Office so that we may take into account any changes affecting our local union before our new bylaws go to press. In about three months we will be celebrating our third anniversary, and are fast outgrowing our present bylaws.

Our meetings are getting to be what union meetings should be. We get right down to business and get through the agenda without too much turmoil. Our able president, Joseph Hammen, really has the steering wheel under control, and he is getting the fullest cooperation of all the members. As marine workers, we realize what happens if we go on the rocks. God forbid anything like that!

We have sent the International Office a few recommendations for approval, which, in our estimation, will vastly improve our organization's background. As soon as we receive the approval we will announce it through the JOURNAL.

Local Union No. B-1383 sends sincere congratulations to Brother Carl Scholtz of L. U. No. B-28 of Baltimore, Maryland, on his election to the International Executive Council for the fourth district. Congratulations also to Brothers Daniel W. Tracy as International president, G. M. Bugnizet as International secretary, and the rest of the International officers. We wish them all a successful term in office.

Now for our "flashy flashes": Ye scribe, in shopping around for news, quips or gags to use in this column, meets many Brothers with interesting tales of fishing, crabbing and pretty blondes. I lend an ear to find out what it is all about, and perhaps jot it down on paper. The story gets very interesting and then, for no reason, they object to my quoting them. So there you are.

Then there are Brothers with tales of woe. One sadly related to me that he was bumped back to mechanic after a successful career of more than two years standing as a snapper. Now he has something to snap about. Oh well, history tells us that Sherman said: "War is —."

In conclusion, Local Union No. B-1383, Baltimore, Maryland, and ye scribe wish the entire IBEW membership, officers and Brothers, a very Merry and Peaceful Christmas and a Happy New Year.

Merrily we roll along until the next edition.
REUBEN SEARS, P. S.

L. U. NO. 1399, CHICAGO, ILL. Editor: Greetings from turmoiltown. At this writing all of our

locals in the Edison system except one have voted to accept the results of the contract negotiations. Without going into all the details, these negotiation results were extremely advantageous but included a pay increase offer ranging from \$10.00 to \$22.50 based on salary rate ranges. This was the golden apple of discord in every case and we Brothers at the opposite ends of the offer reacted in true brotherly fashion (per Cain-Abel).

However, in our own local all are abiding by

the "green light" decision of the membership and were prepared to sign today (October 29, 1946). One local at this writing had not accepted the proposals. Inasmuch as that particular local does not use a press secretary I shall keep my nose out of its affairs and refrain from further comment. Which brings me again to my regular monthly wish that I knew as much at this writing as you, Mr. Reader, know at this reading.

Personal comment department:

To Mr. W. H. McIntyre, recording secretary and press secretary of sister Local B-1367, thank you for your comment in the October issue of the JOURNAL. It's a pleasure to park my rambling discussions next to your fact-packed articles.

To Barney Fahy, retiring as chief steward of the local: Good luck in your new business venture, Barney. Hope that you never have any "union difficulties."

To Vice President Bill VOLLING: Apologies for misspelling your name as "Vohling" in recent articles. First it seems that I knocked the "L" out of your name, and now I've got to remedy matters by knocking the "h" out of it. (O.K., Jerry O'Connor, so it's pure corn.)

To all utility Brothers: If you missed the article "Labor Relations in Public Utilities" by Max Shor on page 372 of the October issue of the JOURNAL, turn back to it now. Strictly an education!

"What is it?" department:

STEWART: A steward is a blame receptacle. Blame from management for all evidences of unusual militancy in his work group. Blame from the membership for all evidences of resistance from management. Blame for stirring up discord, blame for sitting on the lid. Oh well, nobody HAS to be a steward.

OFFICER: An officer is a guy you voted for last time but won't vote for again. Why? Because he knows all the inside dope and won't give, proving he's got a big-shot complex—or, because he tells all he knows, proving that he's irresponsible.

MEETING: A meeting is a place where you listen to other people's drivel in exchange for the opportunity of airing your own wisdom.

MEMBER: A member is a human being ex-

cept when he's working at being a member. Then he is feared alike by officers, steward or committeemen. A veritable hanging judge.

PRESS SECRETARY: A press secretary is a member who has been given the rare opportunity of speaking for publication but who, if he has any sense, regularly tears up his most offensive articles (but sometimes doesn't).

Let me once again reiterate the beliefs previously expressed here regarding organization. The Edison locals must perfect their inter-local system. The key to this, I believe, is definite prior agreement on all eventualities each time the locals combine in a common effort. Some deep thinking is going to be necessary for sure.

About that other pet dream—improvement of the position of utility locals in the IBEW. The convention opened the way for each local to become as large a factor in the IBEW as it has the willingness to reach for. The utility delegates did a good job.

STEVE BAKER, P. S.

L. U. NO. 1439, ST. LOUIS, MO. Editor: Last evening we had our Annual Veterans' Dinner.

There are now 1187 employees who are members of the Union Electric Veterans' organization. Only those with 20 or more years of service are eligible, so you can see this is quite a record as compared with other utilities of our city.

Our contract was signed last week. The negotiating committee did a fine job with this first IBEW contract.

The AFL Union Label and Industrial Exhibition went over big here in St. Louis. This exhibition drew large attendances each day. The demonstrations put on by the Electrical Workers drew a lot of attention. There were other very interesting displays and demonstrations by the Pottery Workers, the Bakers, the U. S. Post Office, etc.

Our union meetings are very well attended and interest is especially keen at this time because of coming wage discussions.

Brother Carl Mitchell, our business manager, surely is busy these days. If it's not the meter readers, it's the overhead or the stores' department. That's the life of a business manager,

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though, and we don't envy him his job. Brother Ray Sanders, our president, has taken leave of absence from his job to devote all of his time to union affairs.

Our Christmas wish for all of you is the age-old message, "Peace on earth, good will toward men."

K. E. GERDES, P. S.

L. U. NO. 1505, WALTHAM, MASS. Editor: Being a new local and having signed our first contract in July I will try to bring you boys up to date.

And whatever else goes with trying to organize. After one year of hard work, hard knocks a plant, L. U. No. B-1505 was recognized as the bargaining agency for all the employees in the production and maintenance unit, at the Raytheon Manufacturing Company, in Waltham and Newton, Massachusetts.

Our sincere thanks go to our International organizers, Francis X. Moore and Art Houle, assisted by local labor leaders. All men did a fine job in such a short time.

Local B-1505 now boasts a membership of over 3,000 and we are taking in new members each week. Our election was held in June and the following Brothers were elected: President, Walter Brown; vice president, Andy McGlinchey; treasurer, Leslie Ross; financial secretary, Melvin Eddy; recording secretary, Connie Morgan; business manager, Cliff Schandelmayer; executive board: Dave Young, chairman, Frank Hunter, Joe Driscoll, Dave Biggieri, Benny Melanson, Pearl Allen and Oke Johnson.

Management has recently presented to our union committee the results of a wage and job survey it had undertaken. The results were not approved, and at this writing meetings are still being held to discuss this problem. We expect favorable news soon. This committee consisted of Business Manager Cliff Schandelmayer and Chief Stewards Frank Blazis, Tony Vaglica, Phil Thompson, Larry Burns, Al Whitman and Frank Driscoll.

To all members concerned, our monthly meetings are held the second Wednesday of each month, 7:30 p. m., at the South Junior High School, Waltham. Our meeting turnouts have been small but we expect larger gatherings now that we have a permanent meeting place. Larry Duffy, vice president of the State Federation, enlightened the members on the Barnes Bill at our last meeting. This is strictly an anti-labor bill and we here in Massachusetts are really out to defeat it this coming election in November.

The Barnes Bill is unsound and unwise. It would seriously tend to create conditions under which reactionary, anti-labor and unsocial legislation and lawmakers would thrive and wax powerful. It would tend to weaken and render impotent all organizations of men and women for the purposes of collective bargaining; all organized efforts to improve and secure the interests of those who earn their living; and all effective promotion of social legislation. Its natural consequence would be to promote industrial unrest, foment strikes, protract lock-outs, encourage labor baiting, re-establish black-listing, foster discrimination and other illegal and unfair labor practices. The bill is a throw-back to the unsavory and unfair conditions of old, when yellow dog contracts, labor spies and widespread exploitation of women and children wrote a dark chapter in the history of state and nation. Members of this local are urged to vote "NO" on this bill.

At present, employment in all plants seems to be stabilized fairly well. The receiving tube division in Newton needs girls for mount operations, while at radar and tube divisions in Waltham, employment is expected to increase due to new orders. Some outside warehouses are being done away with—Charlesgate has closed and the Brothers are now employed at the Howard Garage. Before December 1 we expect to see Mack Building and Howard consolidated with the Brookline Warehouse.

PHIL THOMPSON, P. S.

BONNEVILLE PLAN

(Continued from page 451)

had been held in abeyance so long, the most important subject demanding attention, as soon as the basic agreement was out of the way, was the wage scale of the employees concerned. Machinery for joint wage negotiations and fact-finding prescribed by the agreement was promptly set up and put in motion.

The findings of a wage study, undertaken in connection with these negotiations, became the basis for revising pay rates and classifications to bring them into line with those in the Washington-Oregon labor market. This was not a simple matter. Rates of pay in the Northwest vary from community to community, but it is distinctly to the interests of Bonneville to have uniform wage rates throughout its territory. Thorough discussion led to a series of reasonable compromises on both pay rates and job classifications, and a wage schedule was finally agreed to and attached to the basic agreement.

This was completed early in August 1945, at the time of the Japanese surrender. Shortly after, it will be remembered, orders went out to eliminate overtime on all government financed or operated activities and to get back to the basic 40-hour workweek as quickly as possible. Since this reduction in worktime obviously threatened to reduce weekly earnings, a demand arose all over the country for an adjustment upward in prevailing straight-time wage rates.

Along with all other Northwest industries, Bonneville had been working an extra day at overtime rates. The matter of how best to meet the new situation was discussed by the representatives of the Columbia Power Trades Council and the Bonneville Power Administration, and an understanding was soon reached. This provided that, if and when overtime was eliminated, Bonneville would be guided in compensating for loss of overtime earnings by the adjustment agreed to between the Northwest's power industry generally and the unions having members among its own employees.

Pending conferences to determine these adjustments, Bonneville arranged for the maintenance of the wartime workweek as long as work was available for those then on its payrolls. By early fall the appropriate industry-wide determinations had been made, and in October 1945 Bonneville and the Columbia Power Trades Council adopted these and converted to the 40-hour workweek without a hitch.

Other problems now presented themselves for joint attention, brought up from one side or the other of the conference table.

Thus, ordinarily the unemployment insurance feature of the Social Security Act does not apply to wage earners in the service of the Government, even though they may not differ in the nature of their employment from workers in private industry. The Columbia Power Trades Council and Bonneville took joint cognizance of the situation and agreed that the remedy lay in amending both the Bonneville enabling act and the Social Security Act so as to make the payment of unemployment benefits possible for Bonneville's employees. Legislation was prepared and subsequently enacted by Congress, and today a Bonneville worker who is laid off is entitled to unemployment benefits just as is any other power industry employee. The basic agreement between Bonneville and the Columbia Power Trades Council provided the conference and consultative machinery that effected this reform.

Again, the day by day working rules of the various skilled crafts in the service of Bonneville had long been in need of revision because of fundamental changes in basic working conditions. The process not only of formulating but of revising such rules is not a simple one. In either case, an orderly method of enlisting the experience and judgment of the people who must work under these rules is very helpful. Again, the conference and consultative machinery of the Bonneville agreement greatly facilitated this

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process. The rules of several of the 15 crafts concerned, such as those of the Electrical Workers, have now been streamlined and others are in the process.

An adequate apprentice training program was another matter calling for joint labor-management attention. In a technical undertaking such as large scale, high-voltage power distribution, the propagation and maintenance of technical craft skills is very necessary. But it was not until the sound conference procedures of the agreement had been developed and reduced to writing that it proved feasible to inaugurate an apprentice training plan which had the wholehearted support of Bonneville's trade union employees. Such a system is now in effect, much to the satisfaction of both labor and management.

Throughout the process of arriving at these and other understandings and determinations one fact is of outstanding significance: while the Bonneville agreement provides for mediation and arbitration in the event the council and the administration cannot get together on their own account, to date it has not been found necessary to invoke either. In other words, the attitude of the spokesmen for both labor and management, and of their constituents, has become such as to facilitate the most healthful method of all available to employers and employees in the determination of labor standards—direct conference.

The Bonneville agreement and the experience under it have demonstrated what TVA already had shown, namely, that constructive labor-management relationships are as feasible in the public service as they are in private industry. They demonstrate further that where such group relationships are honestly accepted, they make for harmony, good will, and cooperation, just as they do elsewhere in industry.

Finally, the Bonneville labor developments show that constructive arrangements between public employees, their labor unions, and public



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administrators serve the same purposes in the conduct of a public activity which sound labor relations, collective bargaining, and jointly negotiated labor agreements serve in a private enterprise. And in the consummation of such agreements the sovereignty of the government need not be yielded in any respect, not even in the matter of the right to strike.

APPRENTICE

(Continued from page 455)

Unit 6. Job layout, exterior lighting

- Signs, layouts and wiring plans
- Floodlighting, layout and wiring plan
- Recreational lighting, layout and wiring plan
- Application of codes and ordinances to job

While the remaining copies of our original 100 last, the price of the book is \$25, C.O.D. Ready for shipment it weighs eight pounds. It is not intended for the use of students—it would be a pretty hefty armful for an apprentice to lug around. And, of course, putting a \$25 book in the hands of the boys would be a waste of money. It is specifically designed for the use of teachers of apprentice classes, and is written so as to make progressive, step-by-step training of apprentices easy for both teachers and apprentices. Our California local unions order a copy for each teacher of their apprentice classes, and the books at all times remain in the custody of these teachers.

When the 300 copies we have in print are distributed it is very unlikely that any more copies will be available. In future years it will probably become a collectors' prize. Local unions of the IBEW interested in training their apprentices through the use of material written by an IBEW member,

distributed by an IBEW organization, and retained for the sole use of local unions of our Brotherhood, will find—we believe—this book the answer to many of their apprentice training problems.

Copies of this book can be obtained by writing our office, California State Electrical Workers Association, 1225 N. Highland Ave., Hollywood 38, California.

WOMAN'S WORK

(Continued from page 460)

Pfeffernüsse (Gingerbread Nuts)

4 eggs	1 teaspoon ground cloves
1 lb. sugar	2 oz. candied lemon peel chopped fine
1 teaspoon baking powder	1 lb. flour
1 ground nutmeg	
1 teaspoon ground cinnamon	

Beat eggs and sugar together and add baking powder and spices and beat thoroughly. Add flour, mix and knead on board. Shape dough into small balls and bake in slow oven on buttered tins.

Springerle

(These are the very hard cakes with designs on top, strongly flavored with anise.)

1 lb. flour sifted	Butter size of walnut
1 lb. sugar	Baking powder
4 eggs	Anise seed

Mix sugar, butter, and eggs together and stir one quarter of an hour. Make into a dough with the flour and baking powder, setting aside a little of the flour. Put dough on the board, knead, roll to thickness of a lead pencil, dust with flour and then with a cutter, stamp out desired figures. After that lay on a board and sprinkle with anise. Leave overnight in a dry place. Next day place in a greased pan and bake in a moderate oven until just the right light, brown color.

Now for our last but definitely not our least point. Christmas belongs to the children and this is the most important item of all. Every year we stress on this page the importance of making the children happy for Christmas—to give them bright memories to carry all through the dark days they may have in life. Let them share in every phase of the Christmas preparations. Let all but the tiniest help trim the tree and help fix the Christmas goodies. Give them a little money with which they may buy their gifts unsupervised. Let the child have free rein with whatever money is his to spend for Christmas. If the children want to make their gifts, help them.

Mothers, don't ever be too busy in your own preparations, not to take time out for your child. Christmas is chiefly for the children after all. And don't forget the birthday of the Child that Christmas celebrates. Christmas has of late become so commercialized that the blessed, religious meaning of Christmas has become overshadowed. Don't forget to gather your children round you on Christmas Eve, light a Christmas candle and read again the old, old story of Jesus and His love.

Our opposite page this month is for the children—hope they enjoy it.

Now I must close with all best wishes for a merry, merry, Christmas and the happiest New Year ever and a warm, warm wish that you truly enjoy the "joyous season."

CHILDREN'S PAGE

(Continued from page 461)

Gifts to Make

How are you getting along with your Christmas shopping? If you still have quite a few gifts to get and your money is running low, why don't you make some gifts? Here are a few suggestions for gifts that are inexpensive and easy to make. This list is for girls. Ask mother to show you how, or if the gift is for her, ask auntie or grandmother.

Here are some things mother would love to have you make for her:

A pretty bag of flowered material with a drawstring top that she can keep her knitting or sewing in. A little flowered bag, also with drawstring top for mother to keep her cotton, needles, pins and buttons in. You can buy her some pretty spools of thread at the 10-cent store and put them into the bag.

Your brother would like one of these bags in some sturdy material, filled with marbles for his Christmas gift and you can make one or two and fill them with jacks and a ball for your girl friends.

Your little sister or brother would like a bean bag. Make one out of sturdy white cloth and draw or embroider a funny face on it.

Daddy or uncle or grandfather would like a nice glasses case. You can make one from the felt cloth of an old hat, sewing it together with bright wool.

Here's a glamor gift your big sister will love. Buy three-fourths of a yard of velvet ribbon 2 inches wide at the 10-cent store. Somewhere around the house there must be an old broken string of pearls. Sew pearls in a scattered pattern all over this velvet ribbon and your sister will have a lovely hair band to wear to her Christmas parties.

For grandmother or aunt, you can pad a coathanger in pretty soft material and make a sachet bag to sew on it so that dresses will take on a delicate fragrance.

These are gifts for girls to make but there are lots of gifts the boys can make, too. Dad can show you how to make mother a wooden knife and fork box or a chopping board. Perhaps someone in your family would like to have a bird house or a bird feeding station. There are many clever gifts you can make with a little paste and clear shellac. A clever stamp box for Dad's desk can be made by pasting cancelled stamps all over a sturdy little box and then shellacking the whole thing. A 10-cent pocket dictionary becomes an attractive desk item when a pretty, colorful picture or map is pasted on the front of it and shellacked over. Notebooks and memoranda books can be decorated the same way. A wooden cigar box lacquered, and a pretty flower picture pasted and shellacked on, makes an attractive make-up or jewelry box for big sister. Penny match boxes become attractive gifts, too, when pictures are shellacked on them and their ends painted silver or gold with paint from the five and ten.

Why not try making some of these items. Your folks will be pleased to know you put so much thought and effort into their presents.

Do You Know

How we came to hang up Christmas stockings? It seems that once a very long time ago, St. Nicholas dropped a purse of money down a chimney for a poor family on Christmas Eve. Instead of its falling on the

hearth, the purse rolled into a stocking on the floor where it was found the next morning, and ever since then children have been hanging up stockings to catch whatever St. Nicholas, or Santa Claus as we call him in this country, drops down the chimney.

Well, children, I wish we had more space for more Christmas notes for you, but we've used it all up so we'll have to say good-bye and we hope you have a merry, merry Christmas and a happy, happy New Year.

PRODUCTIVITY

(Continued from page 446)

of parts required has been reduced by the new design program by over 90 per cent, down to 126. These results, as summarized by *Business Week*, follow:

"The engineering department, in handling orders for special motors which formerly required extensive work by highly trained engineers, can now accomplish the same results with clerical employees who need only refer to the standard tables to determine what combinations of the 126 parts will produce a motor having the desired performance characteristics. For the same reason, reduction in clerical work has been achieved in the sales department. Motor inspection has been facilitated by cutting down the number of different kinds of parts that must be inspected."

I have already stated that the man-hours required to produce a given motor have been reduced about 30 per cent by this program. Even here, of course, the decrease is not uniform. Coil-winding time was reduced by over three-fourths, and core-winding time was also reduced; the shift from cast-iron to steel frames not only improved the operating performance of the motor, but also reduced the required amount of machining.

The chief point I wish to draw from this example is that substantial improvements in productivity do not just happen, and they do not accrue at a rate of 2 per cent or 5 per cent or 10 per cent a year merely by the passage of time and the operation of compound interest. They must be conceived in someone's mind, argued for, fought for, studied out and implemented in great detail and backed by substantial investment with no certain guarantee of success.

Many of the forces which operate to increase productivity at the plant and company level have little connection with the earnestness or skill of the individual worker. Among the foremost requisites of growing efficiency is alert, aggressive management, receptive to new ideas and constantly endeavoring to blend employees into a more effective team, and to mix men, materials and capital in still more effective combinations. Underlying this aggressive management attitude and the corollary willingness of investors to risk their funds on innovations must be the provision of adequate incentives. Arguments may rage long and loud over how great incentives must be to be "adequate," but it may be of interest to observe that the Soviets provide a greater disparity of remuneration between common labor and management than do most American plants today. Fortunately, we have a relatively free market system to work out the answers.

Among the avenues open to management for increasing productivity are the following: increased use of power per worker, improved machinery and equipment, improved designs, simplification and standardization of products and parts, refinements of materials, development and

application of new processes, better plant layouts and flow of work, improved material-handling equipment, job analysis, selection and training of employees, closer control of quality, improved lighting and temperature control.

This list has slighted the effect on productivity at the plant and company level of the skill and application of individual employees. We have witnessed in recent years convincing demonstrations of two clear facts—one, that friction between management and workers, accompanied by strikes, slowdowns and "feather-bedding" practices could hinder and even undo many promising technological gains pointing toward increased efficiency and higher real wages for labor, whether accomplished by higher wage rates or by lower prices through competition. Second, we have seen that where friction was replaced by mutual confidence and respect, and morale was high, management and labor could go forward together, to their mutual advantage and to the great benefit of the general public. We hear and read more of the first possibility, but the second is there, too, and it is along the line of cooperation that we can look for the best results.

GERMANY'S RECOVERY

(Continued from page 456)

The economic separation of the three zones deprives the few industries in the American zone of the much-needed raw materials with which to operate; consequently, although employment is high, industrial production is fairly low and the people for the most part are destitute.

Another phase of life that contributes to the general discomfort of the German people is the lack of adequate housing. In several cities of the American zone, housing is so scarce that single rooms must accommodate an average of eight people each. All of these things emphasize the enormity of the problem to the Germans and political thought among them tends to those doctrines which promise an abundant life immediately. Furthermore in the nature of democracy it must be chosen by a free vote of the people. We cannot use the methods of Hitler.

The question now arises, what is the place of the school in all this? Would it not be better to concentrate all effort on the economic life of the country? The mission cognizant of schools and problems of life reply,

"The school emerges as the common center of mutuality where ideally all children meet all children as fellow-children, before any have been narrowed by class or creedal bias. But even to approach this ideal we must not have merely the essentially negative safeguards of creed, race, and class toleration, but have also exemplified in the school the positive method of living which democratic citizenship enshrines and climaxes. The goal of democracy is the democratic man."

We must not make the mistake of confining the reeducation of the German nation to the schools and professional educators. Other important institutions of American life can teach practicalities in the democratic way of life. Perhaps the group most adequately prepared and most willing to help is the American labor unions. The fact that the AFL has already established an office on the continent testifies for the willingness of that union to give whatever help is needed. Unionism, as all the institutions of democracy, does not flourish in an economy where the people do not have the necessities of life. Throughout the history of this country in studying union membership a direct relationship is easily discernible between union growth and business activity.

Too, the scope of any union activities will



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be severely limited as long as there are occupying governments in Germany. This does not prevent, however, the effective teaching of the true function of a union and place of unions in a free society.

LABOR MEET

(Continued from page 448)

mayor; G. M. Bugniazet, International secretary of the IBEW; Harry Van Arsdale, Jr., member of the IBEW Executive Council from the first district and business manager of L. U. No. 3; Thomas Murray, president of the New York State Federation of Labor; and A. Lincoln Bush, chairman of the Joint Industry Board of the Electrical Industry.

Other guests present that were introduced by President Jere. P. Sullivan: Honorable Hugo E. Rogers, president of the borough of Manhattan; James Preston, assistant to and representing International President Ed J. Brown of the IBEW. President Brown, who was in Europe and therefore could not be present, sent a cablegram of regret for his absence and good wishes for the honor members. William A. Hogan, International treasurer of the IBEW and financial secretary of L. U. No. 3; John J. Regan, IBEW vice president for the second district; William D. Walker, IBEW vice president for the third district; C. F. Preller, IBEW executive council member from the fourth district; Howard McSpeddon, president of the New York City Building and Construction Trades Council and a member of L. U. No. 3; James D. Lynett, superintendent of the New York Board of Fire Underwriters, and many representatives from local unions of the IBEW; other labor groups and city departments.

Benefits for Members

The speakers, in general, dwelt on the importance of the fact that L. U. No. 3 not only honors its older members with scrolls and medals but provides for their comfort and welfare with a local \$2,000 insurance benefit, total disability pension, hospitalization benefits, pension at age 60 and exemption from all dues at age 60. The pensions and hospitalization benefits are administered by our Joint Board of the Electrical Industry. The insurance benefit by our L. U. No. 3 Benefit Society.

After the presentations and speech-making entertainment was provided by professional entertainers from leading Broadway theatres and night clubs. This was followed by dancing which was enjoyed by some of the older as well as the younger folks present.

L. U.	Name	Amount
354	Lee E. Burbidge	300.00
354	Reuben E. Baxter	1,000.00
77	D. Ballard	1,000.00
3	Frank Gebert	150.00
1118	Joseph P. Therberge	1,000.00
589	Francis McDonnell	150.00
3	Frederick Kunz	150.00
353	P. J. Elsworth	1,000.00
353	David Wallace	1,000.00
		\$108,275.00

NEW ZEALAND

(Continued from page 447)

world market, and particularly that of the mother country, Great Britain. But on the whole, the economy of New Zealand has been an expanding one and the New Zealanders have applied scientific methods in their industries to augment their quality and quantity.

The items of greatest monetary value are butter, cheese, frozen and preserved meats. These alone make up more than a third of the national industrial produce. Roughly 26 per cent of the total land area is in pasture. There are more than 4,500,000 cattle; 1,700,000 dairy cows; 33,975,000 sheep and 601,000 pigs. New Zealand is the fourth wool-producing nation in the world and many bales are shipped to England for manufacture.

There are about 1,600,000 people in the country, and they can by no means consume their agricultural produce. Exports in 1939 of butter amounted to more than 16 million New Zealand pound sterling; cheese, nearly £6 million; wool, £11 million; frozen meat, £15 million. These figures went up considerably during the war and New Zealand was an important source of food for our forces in the Pacific.

But this fair land has its problems and they have yet to be resolved. The bulk of exports are shipped to Great Britain. The millions of Asiatics at closer range neither have the buying power to purchase New Zealand produce, nor are their eating habits such that they would welcome dairy and pasture food-stuffs. On the other hand, the buying power of the English people is not stable. The British have patronized competing markets and increased homeland utilization. The New Zealanders cannot count on Great Britain's being a permanent or increasing market.

The reason that increased exports are necessary is that a large government debt is held in London which requires about £8 million of interest yearly. Liquidating altogether this debt of £200 million would require heavier payments. The money was borrowed in the early days of development and subsequently, to carry on public works.

Some New Zealanders who have studied the problem believe that it will not be possible to increase exports substantially, and offer as a solution the further development of home manufactures in order to decrease imports. The feasibility of this, how it is to be carried out, and by whom is a controversial issue. The hazards to which the people have been subject has forced upon the Government social measures which have often anticipated those of other countries. State interference in industry has been marked and will probably be increased if labor governments remain in power.

The main imports are cotton, linen, silk and artificial piece goods, electrical machinery, including wireless apparatus, tea, sugar and woolen piece goods. Some of these could not be manufactured or grown in New Zealand and the economic justification for manufacturing others has not been proved. Furthermore, as some

writers point out, if New Zealand sets about systematically to increase her self-sufficiency, she will only be adding to a general trend which will prove unfortunate in the long run. A nation which depends upon exports for a livelihood can scarcely afford to preach a doctrine of economic isolation. The best solution will likely be a compromise between increased utilization of natural resources at home for manufacture, and a broadening of the market to other countries. Increased standards of living throughout the world would do much to relieve the pressure that New Zealand feels.

Even so brief an examination of the economic life and problems of New Zealand as this, gives an indication why the small nations of the world are interested in the United Nations organizations which they believe could assist them. By cooperative efforts such as those which the International Trade Organization will allow, all nations can more speedily and surely resolve the inequalities which arise through the disordered state of affairs in which each nation has endeavored to live by tooth and claw.

PUBLIC SCHOOLS

(Continued from page 452)

sional expert, and his professional authority should be just as fully respected as is that of the physician. Frequently, however, we find parents and schoolboards exercising such control over the work of teachers as to nullify their professional skill and discourage their professional growth.

Public Recognition Needed

The root causes of our problem are (a) lack of public recognition of the character and importance of teaching, and (b) lack of public demand for good schools.

Great segments of the American people look upon teaching in such a way as to make poor teaching inevitable.

Do people of the United States want good schools and good teachers? With a thousand voices they say they do. Their words are in contrast with the *hard, cold facts*:

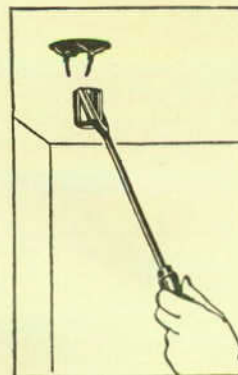
Teachers are leaving the profession; college students are shunning teacher preparation; teaching salaries are pitifully low; we spend \$7,000,000,000 annually on liquor as compared with less than \$3,000,000,000 on education; we pay \$18,000,000,000 for a peacetime Army and Navy, six times as much as we pay for education of 25,000,000 children and youths.

America needs good teachers. To get them, the public attitude toward teaching must change. We need a new philosophy of school support.

Human resources are the greatest asset of any nation. Our country cannot afford to neglect the development of these resources. The teacher is the key to their development.

The sixty-four dollar question is: What is the public going to do about the teacher crisis?

—Adapted from an address by RALPH McDONALD, Executive Secretary, NEA Department of Higher Education.



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THIRD QUARTER

(Continued from page 457)

tional Constitution, your council decided that the matter was not legally before it.

The appeal of George W. Rhone, Card No. 818816, in the case of Rhone vs. L.U. 607, was presented, and the council decided that the appeal by George W. Rhone was not presented to the council within the time limit prescribed by the International Constitution; therefore the matter was not properly before the council.

A letter from L.U. 1086, protesting proposed changes in classification of their work rules was received. This matter was also before the convention, on request of the local union, and the action of the Grievances and Appeals Committee, reported to the convention, was to unanimously recommend that the case be referred to Vice-President Duffy and the Railroad Council for their action. And the convention adopted that recommendation. Therefore, no action was taken by your council, as the matter was disposed of by the convention.

The council reviewed the case of Francis G. Kollman, Card No. 526568, L.U. 69, and referred the matter to the International Secretary with instructions to adjust his military service record with no break in his standing.

The appeal of Bert M. Short, Card No. 550924, L.U. 574, for an adjustment of his standing, was considered, and the council withheld action pending receipt of proper proof, with affidavit, to support his claim.

The Committee on Audit reported that they had examined the audit report submitted by the official certified public accountants, of the funds of the International Brotherhood of Electrical Workers, and found the audit correct. The report of the committee, on motion which was carried, was accepted.

The Committee on Audit reported that they had examined the audit report submitted by the official certified public accountants, of the funds of the Electrical Workers' Benefit Association, and found the audit correct. On motion which was carried, the committee's report was accepted and the chairman and secretary of the Executive Council instructed to make a report of the findings to the semi-annual meeting of the trustees.

The International secretary is instructed to communicate with all persons having business before the council, and to inform them of the council's action on their cases.

Adjournment was taken at 3:30 p.m. to convene at 9:30 a.m. Tuesday, December 10.

D. A. MANNING,

Secretary

CHARLES M. PAULSEN,

Chairman

NOTES ON COOPERATIVES

Equality in This Organization

If an election had been held among the stockholders of the General Motors Corporation during the recent G. M. strike, it is likely that a majority would have favored agreeing to the union demands months before the actual settlement. But such an election, unfortunately, wouldn't mean a thing. Majority rule prevails in our unions and governments, but corporations count one vote per share. Alfred Sloan, the corporation executives, and the DuPont boys own or control enough shares of G. M. to outvote thousands and thousands of small stockholders, who can't even get to see the company books.

The only corporations that don't work this way are cooperatives, where every member has one vote regardless of how much or how little he has invested. It's because people, not money, run the show in a co-op that co-operation is the democratic way of doing business.

A second principle of co-ops also makes for democracy—the principle of open membership. America is covered with organizations devoted to special interests and open only to certain groups. If membership in an organization brings valuable rights and privileges, its members may become choosy about sharing these privileges with others. A person may be "blackballed"—forbidden to join—because someone doesn't like his face. The excluded groups have no choice but to set up their own organizations to work against the older ones. Here is fertile soil for fascism, which well knows how easy it is to turn exclusion and division into hatred and strife.

Everyone eats. The very young and the very old are not workers, but they must eat as well as anyone else. Men have not been able to agree about religion or politics, they are of many nations and many colors, but all need food and shelter. And anyone who eats may join a co-op, regardless of race, religion, politics, or class. Co-ops pull people together instead of splitting them into hostile groups.

The last of the three great co-op principles is the one which makes co-op business non-profit: the principle of returning savings in proportion to purchases. In 1941, before the war, American corporations made profits after taxes of \$8,519,000,000. This had no necessary relation to a fair return on their investment. It is simply all that was left over after corporations had charged what they could get for their products and paid all expenses. Co-ops believe that pure profit, or the amount left over after workers get a living wage and investors get reasonable interest on their investment, *does not belong to the owners of the business. It belongs to the customers.* The fact that profits are left over after all expenses are paid is proof that the customers were overcharged. A co-op charges market prices to be sure

of meeting expenses. If "profits" (or savings) are left over after all expenses are paid, they go back to the customers as a patronage refund. If all American corporations were run that way, all of us as consumers would receive some of the billions of profits which go each year to a small group of big stockholders.

Self-Helped Men

The self-made man is a great American tradition. We are told that Ford, Rockefeller, and some other fellows we have never met pushed their way to the top of the heap by hard work. So it can be done. But you and I work hard, and where does it get us? Our bank balance still struggles to keep its head above water. Even in the balmy days of Ford and Rockefeller, they were the rare exceptions, and the average worker could hardly make ends meet. As time goes on, the rare exceptions get rarer, the self-made men get fewer, and the great American tradition becomes the great American myth.

Let's not kid ourselves. The ordinary wage earners of 1946 don't stand a chance of becoming Fords, or anything like it. We'll always be wage earners, because despite strong unions, it's all we can do to keep our pay checks level with the cost of living. We'll be lucky to save a little for our old age, much less enough to go into business for ourselves.

But if no one of us can set up his own business, still we *can* set them up *together*. Ford and Rockefeller made their pile by plowing most of their profits back into the business when it was still small; the profits nourished the business and made it grow. That's just what our co-ops are doing now! Herman Gardens Co-op, selling at competitive prices, saved about \$2,000 last year on sales of \$60,000. That's not a lot of money, but left in the business as most of it will be, it helps make bigger savings next year. The Standard Oil Company didn't earn a fortune its first year, either. Most older co-ops earn more than new ones. The Co-op Trading Company of Waukegan saves over five per cent on annual sales of over \$1,250,000—savings of more than \$62,000. Some co-op factories and refineries have annual savings in the hundreds of thousands of dollars, and the figures grow every year.

The important thing about these savings is that they all belong to the consumers whose purchases made them possible. Split up among consumers, they make no one rich, but many people richer. A five per cent saving, paid in cash, means two weeks' free groceries out of the year. Savings left in the business mean increased ownership of factories and mills by the people and more cash savings later on.

When co-ops buy a factory out of savings, they do just what Ford, Rockefeller, and the other self-made men did. The Ford River Rouge plant was not built out of original investment, but out of the profits made on the early Ford cars. The people who bought those cars paid for it, and Ford got the benefit. The people who buy co-op gas and oil paid for co-op oil refineries, and get the benefit themselves. That is why this slogan appears on co-op factories: "Consumers have paid for many factories—this one they own."

Only one in thousands can be a self-made man, but we all can be self-helped men.

A Co-op for Every Need

When Joe Jones joins the union, he joins more than the local made up of the fellows in his shop. Behind the local stands the international, ready to help in any difficulty. Behind the international is the C.I.O. or the A. F. of L., and these in turn are part of the world-wide labor movement, a great brotherhood uniting workers in every land with common goals and methods. Without this support, Joe's local would never have been able to win for him the benefits it has won.

When Joe joins Herman Gardens Co-op, he joins another closely related international brotherhood. Behind his local co-op stands the wholesale, Central States Cooperatives, of which his local is a member and part owner. The wholesale provides the local co-ops in Illinois, Ohio, Indiana and Michigan with merchandise selected to give the consumer the most for his money. It has a warehouse in Chicago, publishes the monthly paper, *Co-op News*, helps the local co-ops with auditing and education, and helps organize new co-ops. Savings made in wholesaling are refunded to the local co-op just as the savings of the local co-op are refunded to the customer—in proportion to the amount purchased. Thus it is to the advantage of the local co-op to buy as much of its supplies from its own wholesale as possible.

The 18 regional co-op wholesales of the United States and Canada are joined together in National Cooperatives, which purchase and manufacture products needed by all of them. Through the Cooperative League of the U. S. A. the same wholesalers carry on a national publicity and educational program. Finally, the national co-operative organizations of all countries are members of the International Cooperative Alliance. Thus Herman Gardens Co-op is affiliated with a world-wide movement of millions of like-minded people.

Within this movement are co-ops of many types. In New York City, a consumer can live in a cooperative apartment house, eat in a cooperative cafeteria, and buy his groceries at a co-op food store. He can clean his teeth with co-op toothpaste, smoke co-op cigarettes, listen to his co-op radio, insure his auto, his furniture and his life with a co-op insurance company, dance at a play co-op and get medical care through a group health co-op.

American co-ops own oil wells, refineries, and pipe lines, flour mills, appliance factories, paint factories, coffee roasteries, bakeries, dairies, slaughter houses, and a chemical factory. Every one of these enterprises passes its savings down through the channels of affiliated organizations to the customer who finally buys its product. And the further co-ops go into production, the more savings there are, for production is by far the most profitable type of business.

The next time you take a trip to another town, inquire for the co-op. There will probably be one or more, and you will get a friendly welcome from a fellow cooperator.

—Al Rees,

Council for Cooperative Development.

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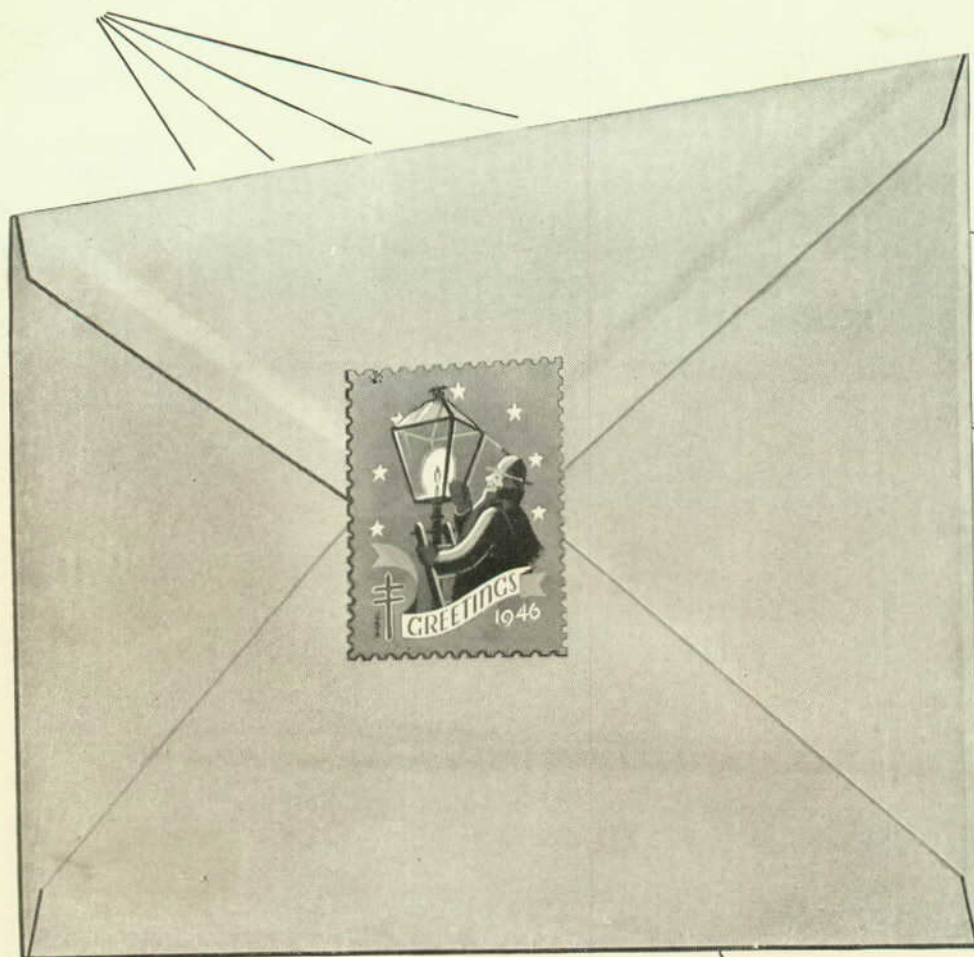
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